

# **SELECTED CERTIFICATED SALARIES AND RELATED STATISTICS 2003-04**

*A Compilation of Selected Salary Statistics from  
"2003-04 Salary and Benefits Schedule for the Certificated Bargaining Unit (Form J-90)"*

California Department of Education  
School Fiscal Services Division

## **SELECTED CERTIFICATED SALARIES AND RELATED STATISTICS, 2003-04**

In May 2004, every California school district and county office of education was given the opportunity to complete an optional form entitled, "2003-04 Salary and Benefit Schedule for the Certificated Bargaining Unit (Form J-90)." This form requests salary schedule information, employee placement on the salary schedules by full-time equivalents, bargaining unit bonuses paid for selected services, salaries and days of service for school principals and superintendents, and health and welfare benefits by carrier with amounts paid by the district or county office per employee. This data is useful to California school districts and county offices, employee bargaining units, school consulting agencies, academic institutions and state policy makers. The California Department of Education (CDE) additionally uses this material for completing specified information required for the School Accountability Report Card (*Education Code* Section 41409.3).

Participation in this survey is voluntary and thus there is less than 100 percent reporting of all school districts and county offices. Each school district and county office of education was, however, encouraged to respond by written communications from the CDE and from School Services of California, Inc. (SSC), CDE's contracting agency for compilation of this material. Additionally, districts who had not responded and whose average daily attendance (ADA) exceeded 1,000 were telephoned by SSC a minimum of two times and encouraged to complete the survey. This report includes 852 district and county office responses.

To ensure the validity of the data, each survey was checked for reasonableness before being input into the database. After input, the data was reprinted and checked again. Finally, the printed schedule was mailed to the school district or county office for confirmation. Over 800 agencies, or 94 percent of total respondents, answered the confirmation request, and any changes were then incorporated into the final database.

We are pleased with the final response by school districts and county offices. This report is the most comprehensive certificated salary and benefit data available in the state, and includes information from 82 percent of school districts and county offices of education representing 99 percent of the state's ADA.

The actual 2003-04 teacher salary schedules, health and welfare benefit amounts, and other selected statistics for each responding agency are available for download from the Internet at the California Department of Education FTP site <http://www.cde.ca.gov/ds/fd/cs/>. This data may also be purchased from School Services of California. Any questions regarding ordering should be directed to Kathe Carter-Sadler at School Services (916) 446-7517 ext.120. Should you have questions related to the data, please contact the California Department of Education at (916) 322-1770.

## **DEFINITIONS**

### **Table I - 2003-04 Certificated Teacher Salary Profile by County and by District**

This table provides summarized J-90 information by local education agency (LEA) within each county. Explanations for the columns shown in Table 1 are as follows:

<b><u>Headings</u></b>	<b><u>Description</u></b>
<b>CO</b>	The two-digit code specifying the county in which the districts are located. Counties are in order alphabetically and assigned a corresponding numerical code with, as an example, Alameda County = 01 and Yuba County = 58.
<b>District Name</b>	The name of the school district or county office of education.
<b>Total Salary Schedule F-T-E</b>	The total certificated full-time equivalent (FTE) employees that are paid on the salary schedule. One FTE represents one full-time employee; an FTE of .5 represents an employee who works 50 percent of the full-time employee's hours. This may include certificated employees such as nurses, librarians and counselors in addition to teachers.
<b>Lowest Schedule Salary Offered</b>	The amount indicated is the lowest salary that would be paid to an employee from the certificated salary schedule. The amount indicated is the lowest scheduled salary only and does not include salaries for extended year, bonuses for special accomplishments such as a master's or doctorate degree, or payment for extra-curricular services such as coaching, drama or music. For most districts, this salary is the beginning teacher salary. In order to earn this salary, the teacher may or may not be required to hold a full teaching credential.

**Lowest Schedule Salary Desc.** Description of the schedule salary column where the lowest salary is offered. The descriptions are coded as follows:

<BA	= Less than Bachelor Degree	CRED	= Credentialed
BA	= Bachelor Degree	DSC	= Designated Subjects Credential
BA NC	= Bachelor Degree Non-Credential	EC	= Emergency Credential
BA+ number of units	= Bachelor Degree with specified # of units	I	= Intern
BA< number of units	= Bachelor Degree with up to specific # of units	NC	= No Clear Credential
BA+CR	= Bachelor Degree + Credential	NC< number of units	= No Clear Credential with specific # of units
BA+EC	= Bachelor Degree + Emergency Credential	PC	= Pre-Credential
BA+PC	= Bachelor Degree + Pre-credential	PR	= Provisional
BA+PR	= Bachelor Degree + Provisional	PRE-I	= Pre-Intern
BA/CR	= Bachelor Degree or Credential	SLS	= Straight Line Schedule
BASE	= Base Salary	YR00	= First Year Teachers

**Average Schedule Salary Paid** The average salary that is paid to an employee on the certificated salary schedule. The average salary is determined by dividing the total salary schedule cost by the FTE. The average indicated represents scheduled salaries only and does not include salaries for extended year, bonuses for special accomplishments or payment for extra-curricular services such as coaching, drama or music. Bonuses for master's or doctorate degrees are included only if the amounts are an integrated characteristic of a salary schedule column.

**Highest Entry Level Step** The number indicated is the local agency response to a request for the "Highest entry level for an experienced teacher (indicate step)." If the report indicates "NR" in this column, the district did not respond to this question.

<b>Highest Schedule Salary Offered</b>	The amount that is the maximum salary that would be paid to an employee from the certificated salary schedule. The amount indicated is the highest scheduled salary only and does not include salaries for extended year, bonuses for special accomplishments or payment for extra-curricular services such as coaching, drama or music. Bonuses for master's or doctoral degrees are included only if the amounts are an integrated characteristic of a salary schedule column.
<b>Salary at Bchlr + 60 Step 10 Offered</b>	The amount that would be paid to an employee at step 10 with a requirement of a bachelor's degree plus an additional 60 semester units. If the district did not have a BA + 60 column on its schedule, the salary reflected is that amount paid for the next lower column on the schedule. As an example, if the salary schedule reflected characteristics of columns "BA + 56" and "BA + 64" this summary would reflect the salary paid at BA + 56, which is the next lowest salary column.
<b>No. of Service Days Required</b>	Each district was requested to respond to the question, "number of scheduled/required service days for returning teachers." The survey report indicates the district's response to that question.
<b>2003-04 P-2 ADA</b>	Revenue limit average daily attendance (ADA) for 2003-04 regular P-2 ADA is indicated. This also includes the charter school ADA if the salary schedule includes the charter school FTE. The ADA indicator is the best measure of district student attendance. "N/A" is indicated for county offices of education because they are funded on a different basis.
<b>% Chg. Salary Over 2002-03</b>	The percentage change for the 2003-04 Salary Schedule over the 2002-03 schedule as reported by the responding district.

At the end of Table I in the Overall Totals section, statewide overall totals are reflected for the following columns, Total Salary Schedule F-T-E, and 2003-04 P-2 ADA. The amounts representing the lowest salary offered, the highest salary offered, and the highest salary offered for a certificated employee at Step 10 (BA degree plus 60 units) for the entire state are shown at the end of Table I. The statewide averages for the average salary paid, the lowest salary offered, the highest salary offered, and the average salary offered for an employee at Step 10 with a BA degree plus 60 units, and number of service days required are reflected under "Total Statewide Averages."

**Table II - 2003-04 Certificated Teacher Salary Profile by County and by District by Type**

This table represents a summary of Table I organized by county. The number of responding LEAs by type is shown. Explanations for the columns shown in Table II are as follows:

<b><u>Headings</u></b>	<b><u>Description</u></b>
<b>County</b>	Each county's data is detailed by type (county office, elementary, high school, unified, or common administration).
<b>Number of LEAs</b>	The number of local educational agencies that responded to the survey is displayed by type.
<b>Total Salary Schedule FTE</b>	The total certificated full-time equivalent (FTE) employees summarized by type of district within each county.
<b>Total Salary Schedule Cost</b>	The total salaries paid certificated employees on the regular teacher salary schedule. This amount is calculated by multiplying the amount of the annual salary indicated on the salary schedule times the number of FTEs. These totals are summarized by type of district within each county.
<b>Average Schedule Salary Paid</b>	The average salary that is paid to an employee on the teacher salary schedule. The average salary is determined by dividing the total salary schedule cost by the FTE. This information is summarized by type of district within each county.
<b>Highest Schedule Salary Offered</b>	This amount represents the highest salary that is offered in the county by type of district.
<b>Mid Point Salary Offered</b>	This amount represents the midpoint between the highest and lowest salary offered in the county by type of district.
<b>Lowest Schedule Salary Offered</b>	This amount represents the lowest salary that is offered in the county by type of district.

At the end of Table II under the Grand Totals section, the total number of LEAs that responded to the survey, the total salary schedule FTE, and the total salary schedule cost have been totaled by type of LEA. The highest, the lowest, and the midpoint salary offered statewide are also summarized by type of LEA. In the Total Statewide Average section, the average salary paid and the averages of the highest, midpoint and lowest salaries offered are shown.

Table I

10/28/04

## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
01	ALAMEDA COUNTY OFFICE OF ED.	43.30	43,830	EC/I	66,458	10	82,298	63,501	185	N/A	0.00
01	ALAMEDA CITY UNIFIED	551.60	38,081	BA	57,307	27	72,615	54,800	185	10,261	0.00
01	ALBANY CITY UNIFIED	169.90	36,912	BA	58,675	5	72,467	53,762	184	3,231	0.00
01	BERKELEY UNIFIED	501.14	33,848	BA	58,089	12	70,358	56,702	184	8,249	0.00
01	CASTRO VALLEY UNIFIED	431.84	36,242	EC/I	54,951	27	71,838	56,034	185	8,104	0.00
01	DUBLIN UNIFIED	233.43	47,307	BA<45	64,973	6	78,058	65,781	185	4,289	0.00
01	EMERY UNIFIED	49.60	33,791	BA	52,267	7	64,347	58,604	182	755	0.00
01	FREMONT UNIFIED	1,595.13	46,779	BA+30	63,519	6	85,199	64,389	187	30,748	0.00
01	HAYWARD UNIFIED	1,224.21	45,807	BA	61,596	18	76,306	63,984	186	22,597	0.00
01	LIVERMORE VALLEY JOINT UNIFIED	638.40	31,949	BA NC	57,795	8	71,817	58,851	186	13,626	0.00
01	MOUNTAIN HOUSE ELEMENTARY			Did not submit current year J90						45	
01	NEW HAVEN UNIFIED	699.80	41,951	I	66,481	13	87,528	66,262	184	12,839	0.00
01	NEWARK UNIFIED	298.00	45,068	BA+30	59,525	11	76,463	61,861	183	7,073	1.81
01	OAKLAND UNIFIED	2,635.63	37,090	BA	53,746	13	67,720	51,070	180	44,038	-2.50
01	PIEDMONT CITY UNIFIED	169.58	39,803	BA	63,775	10	77,720	60,166	185	2,545	3.00
01	PLEASANTON UNIFIED	723.09	48,188	BA NC	70,378	7	84,904	69,929	185	13,626	0.00
01	SAN LEANDRO UNIFIED	448.48	42,116	BA	58,855	11	78,213	58,764	186	8,241	0.00
01	SAN LORENZO UNIFIED	598.81	31,613	NC	55,522	7	76,128	55,988	186	10,832	0.00
01	SUNOL GLEN UNIFIED			Did not submit current year J90						197	
02	ALPINE COUNTY OFFICE OF ED.			Single District County - Salary schedule same as district						N/A	
02	ALPINE COUNTY UNIFIED			Did not submit current year J90						136	
03	AMADOR COUNTY OFFICE OF ED.			Single District County - Salary schedule same as district						N/A	
03	AMADOR COUNTY UNIFIED	217.09	35,670	BA	53,907	6	67,717	51,407	180	4,304	4.00
04	BUTTE COUNTY OFFICE OF ED.			Did not submit current year J90						N/A	
04	BANGOR UNION ELEMENTARY	8.00	34,667	BA+30	45,273	6	55,707	45,000	182	147	0.00
04	BIGGS UNIFIED	49.77	35,152	BA+30	50,791	8	65,579	47,491	184	753	0.00
04	CHICO UNIFIED	725.08	34,624	BA<45	55,085	15	75,999	48,287	185	12,690	0.00
04	DURHAM UNIFIED	66.25	34,500	BA	52,598	17	64,685	46,537	183	1,194	0.00
04	FEATHER FALLS UNION ELEMENTARY			Did not submit current year J90						35	
04	GOLDEN FEATHER UNION ELEMENTARY	12.11	35,316	BA+30	43,257	18	57,696	43,648	182	153	0.00
04	GRIDLEY UNIFIED	114.96	28,289	BA NC	48,456	30	65,739	45,974	183	1,972	0.00
04	MANZANITA ELEMENTARY			Did not submit current year J90						248	
04	OROVILLE CITY ELEMENTARY	173.69	35,324	BA+30	55,845	7	67,048	54,841	185	2,992	0.00
04	OROVILLE UNION HIGH	127.00	34,200	BA<15	51,016	8	67,503	49,475	184	2,686	0.00
04	PALERMO UNION ELEMENTARY	70.60	35,312	BA<45	49,399	8	62,456	49,076	183	1,244	0.00
04	PARADISE UNIFIED	271.77	34,000	BA+30	49,929	32	68,000	44,425	185	4,926	0.00
04	PIONEER UNION ELEMENTARY			Did not submit current year J90						111	
04	THERMALITO UNION ELEMENTARY	91.05	35,517	BA<45	50,958	11	68,436	50,244	184	1,411	0.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

10/28/04

## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SCHEDULE	AVERAGE SCHEDULE	HIGHEST ENTRY LEVEL	HIGHEST SCHEDULE	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE F-T-E	SALARY OFFERED	SALARY HEADING	PAID	STEP	SALARY OFFERED				
05	CALAVERAS COUNTY OFFICE OF ED.	40.39	32,730	EC	42,825	13	60,043	45,958	185	384	0.00
05	BRET HARTE UNION HIGH	51.00	34,108	BA+15	50,261	7	79,377	50,317	185	889	0.00
05	CALAVERAS UNIFIED	188.87	34,000	BA	51,230	12	68,000	47,005	185	3,482	0.00
05	MARK TWAIN UNION ELEMENTARY	38.00	28,374	BA	48,871	6	64,693	51,074	184	726	1.50
05	VALLECITO UNION ELEMENTARY	48.43	35,778	BA+30	56,660	8	68,295	47,035	184	879	0.00
06	COLUSA COUNTY OFFICE OF ED.	Did not submit current year J90								N/A	
06	COLUSA UNIFIED	80.00	32,252	NC	48,075	8	62,504	47,484	186	1,395	0.00
06	MAXWELL UNIFIED	26.48	34,000	BA	45,089	6	59,381	46,869	182	427	0.00
06	PIERCE JOINT UNIFIED	64.00	34,680	BA+30	47,625	7	62,085	46,383	184	1,183	0.00
06	WILLIAMS UNIFIED	53.50	30,230	NC	46,097	6	58,295	49,613	185	986	0.00
07	CONTRA COSTA COUNTY OFFICE OF ED.	Did not submit current year J90								N/A	
07	ACALANES UNION HIGH	287.40	32,424	EC	61,675	10	76,184	60,785	186	5,529	0.00
07	ANTIOCH UNIFIED	1,055.91	32,451	BA	55,467	13	69,202	56,950	184	20,251	0.00
07	BRENTWOOD UNION ELEMENTARY	314.61	41,678	BA<30	56,081	8	74,642	60,739	184	5,722	0.00
07	BYRON UNION ELEMENTARY	68.90	35,301	BA NC	46,933	24	68,280	52,745	187	1,232	0.00
07	CANYON ELEMENTARY	Did not submit current year J90								61	
07	JOHN SWETT UNIFIED	96.00	32,826	BA NC	47,143	14	61,562	49,194	185	1,689	1.00
07	KNIGHTSEN ELEMENTARY	24.23	32,986	BA NC	50,731	12	66,887	55,808	186	442	0.00
07	LAFAYETTE ELEMENTARY	188.83	36,054	BA	54,785	5	70,367	58,849	186	3,309	1.00
07	LIBERTY UNION HIGH	199.02	37,363	BA	54,006	12	71,992	57,046	183	4,371	0.00
07	MARTINEZ UNIFIED	240.00	32,473	EC/I	54,319	12	68,239	52,708	185	4,093	0.00
07	MORAGA ELEMENTARY	94.75	40,051	BA	54,993	6	68,255	53,926	184	1,807	2.00
07	MT. DIABLO UNIFIED	1,885.42	39,693	BA<45	54,503	12	70,206	55,400	183	34,754	0.00
07	OAKLEY UNION ELEMENTARY	213.80	36,158	BA	54,405	8	73,671	57,939	185	4,266	3.00
07	ORINDA UNION ELEMENTARY	138.61	30,761	BA NC	55,883	11	71,850	55,655	184	2,345	2.50
07	PITTSBURG UNIFIED	491.00	35,777	BA	50,650	12	64,461	53,428	185	8,919	1.00
07	SAN RAMON VALLEY UNIFIED	1,087.04	35,586	BA NC	54,071	8	69,792	56,023	186	21,297	0.00
07	WALNUT CREEK ELEMENTARY	177.04	36,480	BA<45	54,801	10	66,590	54,138	185	3,227	0.00
07	WEST CONTRA COSTA UNIFIED	1,749.93	33,772	BA	49,421	10	65,019	49,513	185	31,416	0.00
08	DEL NORTE COUNTY OFFICE OF ED.	Single District County - Salary schedule same as district								N/A	
08	DEL NORTE COUNTY UNIFIED	249.27	35,042	BA+30	53,927	6	61,012	53,140	186	3,793	0.00
09	EL DORADO COUNTY OFFICE OF ED.	58.58	34,170	BA+30	54,047	6	68,783	49,205	183	N/A	0.50
09	BLACK OAK MINE UNIFIED	97.12	35,127	BA+15	53,281	13	65,088	45,820	185	1,913	0.50
09	BUCKEYE UNION ELEMENTARY	203.70	34,102	BA+24	52,768	9	66,198	51,099	183	4,142	0.00
09	CAMINO UNION ELEMENTARY	32.37	33,000	BA	51,909	18	63,300	45,500	182	494	0.00
09	EL DORADO UNION HIGH	334.17	36,006	BA+EC	54,487	24	65,767	47,514	182	6,530	0.00
09	GOLD OAK UNION ELEMENTARY	37.50	34,000	BA+30	54,475	10	60,000	46,873	182	697	0.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

10/28/04

## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
09	GOLD TRAIL UNION ELEMENTARY	29.67	33,254	BA	54,302	10	60,043	48,412	184	581	0.00
09	INDIAN DIGGINGS ELEMENTARY		Did not submit current year J90							38	
09	LAKE TAHOE UNIFIED	251.50	31,334	NC	57,768	7	76,276	54,727	185	4,778	0.00
09	LATROBE ELEMENTARY	10.19	35,251	BA+30	46,787	6	60,812	44,872	185	189	0.00
09	MOTHER LODE UNION ELEMENTARY	80.00	32,000	BA	51,413	7	60,180	44,982	183	1,542	0.00
09	PIONEER UNION ELEMENTARY	25.00	30,229	BA NC	50,042	7	59,699	45,060	184	451	0.00
09	PLACERVILLE UNION ELEMENTARY	65.37	34,000	BA+15	50,267	7	61,500	47,900	183	1,213	0.00
09	POLLOCK PINES ELEMENTARY	45.33	34,546	BA	48,928	11	58,448	45,979	187	766	0.00
09	RESCUE UNION ELEMENTARY	181.22	36,575	BA+30	52,123	6	67,599	51,500	184	3,428	0.00
09	SILVER FORK ELEMENTARY		Did not submit current year J90							10	
10	FRESNO COUNTY OFFICE OF ED.	198.06	35,205	EC/I	50,380	13	61,668	51,429	182	N/A	2.00
10	ALVINA ELEMENTARY		Did not submit current year J90							N/A	
10	AMERICAN UNION ELEMENTARY	19.00	33,682	BA<30	46,880	10	56,466	45,018	186	346	0.00
10	BIG CREEK ELEMENTARY		Did not submit current year J90							41	
10	BURREL UNION ELEMENTARY	7.00	34,000	BA+CR	40,143	5	49,000	43,000	186	117	0.00
10	CARUTHERS UNIFIED	74.00	35,289	NC	48,711	15	62,120	51,689	183	1,369	0.00
10	CENTRAL UNIFIED	636.17	32,841	BA NC	49,625	19	65,689	51,093	182	11,161	0.00
10	CLAY JOINT ELEMENTARY	10.40	35,715	BA	48,887	8	56,488	51,628	183	218	2.00
10	CLOVIS UNIFIED	1,520.56	31,824	BA+EC	54,107	15	67,361	53,040	186	32,555	0.00
10	COALINGA/HURON JOINT UNIFIED	210.04	33,733	NC	55,212	6	68,181	58,236	186	3,980	0.00
10	FIREBAUGH-LAS DELTAS UNIFIED	122.46	37,324	BA	50,370	15	64,238	50,834	184	2,343	1.00
10	FOWLER UNIFIED	109.34	36,425	EC	49,886	30	63,238	51,162	185	2,090	1.50
10	FRESNO UNIFIED	3,905.55	34,326	BA+30	57,848	11	65,989	56,982	185	74,099	0.00
10	GOLDEN PLAINS UNIFIED	109.00	33,034	BA	52,384	1	67,781	51,418	185	1,815	0.00
10	KERMAN UNIFIED	182.36	31,816	BASE	50,497	10	62,359	52,814	185	3,514	0.00
10	KINGS CANYON JOINT UNIFIED	441.11	32,856	NC	51,950	17	69,894	49,549	185	8,559	0.00
10	KINGSBURG JOINT UNION ELEMENTARY		Did not submit current year J90							N/A	
10	KINGSBURG JOINT UNION HIGH	52.00	35,377	NC EC	52,509	14	69,102	52,095	183	994	0.00
10	LATON JOINT UNIFIED	46.00	30,797	NC	44,380	6	62,261	45,625	184	755	0.00
10	MENDOTA UNIFIED	117.00	33,556	BA	47,477	6	60,930	52,823	185	2,145	2.00
10	MONROE ELEMENTARY	11.20	31,019	BA+PC	41,297	15	51,793	44,461	185	215	2.00
10	ORANGE CENTER ELEMENTARY		Did not submit current year J90							326	
10	PACIFIC UNION ELEMENTARY		Did not submit current year J90							401	
10	PARLIER UNIFIED	192.00	29,267	NC	45,331	1	58,211	47,845	185	3,200	0.00
10	PINE RIDGE ELEMENTARY		Did not submit current year J90							66	
10	RAISIN CITY ELEMENTARY	14.00	34,000	BA	40,343	12	46,800	43,200	183	249	0.00
10	RIVERDALE JOINT UNIFIED	83.00	31,557	BA	46,078	14	59,570	49,607	183	1,498	2.00
10	SANGER UNIFIED	454.20	31,880	NC	49,460	14	69,768	49,127	185	8,227	0.00
10	SELMA UNIFIED	312.35	37,616	BA	52,856	15	65,221	51,661	183	5,791	0.00
10	SIERRA UNIFIED	121.50	33,933	BA	55,742	5	65,427	52,653	184	1,976	1.07

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

10/28/04

## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SCHEDULE	AVERAGE SCHEDULE	HIGHEST ENTRY LEVEL	HIGHEST SCHEDULE	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE F-T-E	SALARY OFFERED	SALARY HEADING	PAID	STEP	SALARY OFFERED				
10	WASHINGTON COLONY ELEMENTARY		Did not submit current year J90							442	
10	WASHINGTON UNION HIGH	59.00	31,672	BA+30	41,269	14	57,078	44,335	181	1,059	0.00
10	WEST FRESNO ELEMENTARY	50.00	34,024	BA+30	46,211	10	57,976	52,839	183	894	0.00
10	WEST PARK ELEMENTARY	28.90	32,054	SLS	40,380	5	57,565	36,087	183	532	0.00
10	WESTSIDE ELEMENTARY		Did not submit current year J90							313	
11	GLENN COUNTY OFFICE OF ED.	48.45	34,000	BA+45	43,649	6	63,673	44,311	182	N/A	2.00
11	CAPAY JOINT UNION ELEMENTARY	6.00	33,646	NC	37,398	12	55,866	42,817	186	125	0.00
11	HAMILTON UNION ELEMENTARY	19.00	31,213	BA NC	52,865	5	64,799	49,662	180	435	2.00
11	HAMILTON UNION HIGH		Did not submit current year J90							322	
11	LAKE ELEMENTARY		Did not submit current year J90							127	
11	ORLAND JOINT UNIFIED	123.50	37,299	BA+30	50,223	5	64,800	49,339	183	2,213	0.00
11	PLAZA ELEMENTARY	5.48	35,843	BA+30	42,102	6	56,686	43,382	185	136	0.00
11	PRINCETON JOINT UNIFIED	16.00	32,193	NC	43,252	5	58,548	40,777	183	188	1.00
11	STONY CREEK JOINT UNIFIED		Did not submit current year J90							139	
11	WILLOWS UNIFIED		Did not submit current year J90							1,753	
12	HUMBOLDT COUNTY OFFICE OF ED.	86.15	35,027	BA+CR	48,514	9	56,364	45,310	184	N/A	0.00
12	ARCATA ELEMENTARY	42.51	34,000	BA+30	51,955	6	56,477	49,892	182	779	0.00
12	BIG LAGOON UNION ELEMENTARY	2.20	32,043	BA+30	44,257	19	52,653	43,338	181	26	0.00
12	BLUE LAKE UNION ELEMENTARY	11.12	34,515	BA+30	55,459	15	57,295	49,356	183	170	3.00
12	BRIDGEVILLE ELEMENTARY	4.38	25,957	SLS	39,812	8	43,331	37,843	185	50	0.00
12	CUDDEBACK UNION ELEMENTARY		Did not submit current year J90							120	
12	CUTTEN ELEMENTARY	26.52	35,280	BA+CR	54,152	6	60,951	53,957	182	491	0.00
12	EUREKA CITY UNIFIED	275.41	34,000	BA+30	54,104	6	61,164	47,932	185	4,646	0.00
12	FERNDALE UNIFIED	30.00	31,309	BA+30	49,776	6	55,104	47,511	181	465	0.00
12	FIELDBROOK ELEMENTARY	6.80	34,000	BA+30	42,586	3	52,719	41,758	182	97	0.00
12	FORTUNA UNION ELEMENTARY	42.00	34,000	BA+30	52,813	4	60,652	53,113	184	772	0.00
12	FORTUNA UNION HIGH	70.00	34,579	BA+30	54,179	6	60,857	52,560	184	1,067	0.00
12	FRESHWATER ELEMENTARY		Did not submit current year J90							258	
12	GARFIELD ELEMENTARY	3.39	24,917	BA	43,296	15	50,861	37,918	182	54	0.00
12	GREEN POINT ELEMENTARY		Did not submit current year J90							14	
12	HYDESVILLE ELEMENTARY		Did not submit current year J90							154	
12	JACOBY CREEK ELEMENTARY		Did not submit current year J90							N/A	
12	KLAMATH-TRINITY JOINT UNIFIED	73.00	34,000	BA+45	49,122	7	60,504	49,834	184	960	0.00
12	KNEELAND ELEMENTARY	3.20	30,000	BA+CR	39,475	5	44,994	38,719	182	36	0.00
12	LOLETA UNION ELEMENTARY	13.09	34,608	BA+CR	46,834	6	63,548	43,893	182	179	2.00
12	MAPLE CREEK ELEMENTARY		Did not submit current year J90							12	
12	MATTOLE UNIFIED	29.13	25,922	BA+30	34,110	10	50,710	40,180	183	1,130	0.00
12	MCKINLEVILLE UNION ELEMENTARY	76.88	34,000	BA+30	50,806	5	58,201	49,588	182	1,269	0.00
12	NORTHERN HUMBOLDT UNION HIGH	103.00	33,101	BA+EC	51,146	6	63,584	52,795	181	1,795	0.50

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

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CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	AVERAGE SCHEDULE SALARY HEADING	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
12	ORICK ELEMENTARY	3.88	26,181	BA+30	39,356	14	48,567	42,324	184	45	0.17
12	PACIFIC UNION ELEMENTARY	27.02	37,961	BA<30	55,834	5	61,946	48,797	182	435	0.00
12	PENINSULA UNION ELEMENTARY	6.20	29,084	BA+30	44,162	5	49,220	49,220	182	72	0.00
12	RIO DELL ELEMENTARY	21.70	35,027	BA+30	44,117	6	53,094	45,831	184	261	0.00
12	ROHNERVILLE ELEMENTARY			Did not submit current year J90						595	
12	SCOTIA UNION ELEMENTARY	17.70	34,000	BA+24	46,716	1	53,861	46,452	183	284	0.00
12	SOUTH BAY UNION ELEMENTARY	32.75	36,869	BA+30	51,765	14	56,901	48,114	184	432	0.00
12	SOUTHERN HUMBOLDT JOINT UNIFIED	58.28	35,292	BA	48,422	8	55,229	43,666	185	908	3.80
12	TRINIDAD UNION ELEMENTARY	6.85	31,000	BA+30	45,880	6	50,814	43,588	182	104	2.00
13	IMPERIAL COUNTY OFFICE OF ED.			Did not submit current year J90						N/A	
13	BRAWLEY ELEMENTARY	176.00	33,593	BA+15	56,819	10	68,866	56,268	184	3,556	1.00
13	BRAWLEY UNION HIGH	76.20	37,142	BA	59,850	5	81,885	63,572	182	1,713	3.00
13	CALEXICO UNIFIED	438.80	32,156	BA	54,600	6	70,852	55,791	185	8,436	0.00
13	CALIPATRIA UNIFIED	69.00	32,162	BA	44,600	9	60,909	48,386	183	1,164	2.00
13	CENTRAL UNION HIGH	187.00	33,808	BA	59,406	9	77,495	61,597	187	3,708	1.50
13	EL CENTRO ELEMENTARY	286.30	35,810	BA+CR	61,457	6	75,863	60,343	187	6,010	0.00
13	HEBER ELEMENTARY	34.00	30,836	BA	51,102	1	63,047	51,301	183	694	0.00
13	HOLTVILLE UNIFIED	101.00	33,476	BA	48,974	7	63,982	52,180	183	1,848	2.00
13	IMPERIAL UNIFIED	136.00	37,992	BA	54,333	10	72,294	61,097	184	2,749	1.00
13	MAGNOLIA UNION ELEMENTARY	4.00	31,880	BA	55,225	7	76,700	51,637	183	110	0.00
13	MCCABE UNION ELEMENTARY	22.00	35,446	BA	60,975	13	70,570	59,083	187	513	0.00
13	MEADOWS UNION ELEMENTARY	21.05	33,834	BA	56,423	6	71,161	53,309	184	471	0.00
13	MULBERRY ELEMENTARY	5.00	31,383	BA	41,844	5	62,594	54,291	187	80	0.00
13	SAN PASQUAL VALLEY UNIFIED	57.00	37,773	BA+EC	52,687	6	63,472	53,047	181	685	1.90
13	SEELEY UNION ELEMENTARY	34.00	37,861	BA NC	48,514	5	67,798	54,575	184	573	1.50
13	WESTMORLAND UNION ELEMENTARY	23.00	34,113	NC	47,252	10	63,891	52,515	183	388	0.00
14	INYO COUNTY OFFICE OF ED.	3.00	29,083	BA+30	54,881	10	57,579	49,738	180	N/A	4.20
14	BIG PINE UNIFIED			Did not submit current year J90						198	
14	BISHOP JOINT UNION HIGH	40.53	31,871	PC	57,641	16	69,634	50,702	185	739	1.00
14	BISHOP UNION ELEMENTARY	71.76	34,000	BA+15	52,337	9	64,200	50,620	182	1,364	0.00
14	DEATH VALLEY UNIFIED	10.00	30,835	BA	43,843	9	61,120	50,116	183	89	1.00
14	LONE PINE UNIFIED	29.00	31,649	BA	51,406	13	63,558	52,042	180	393	0.00
14	OWENS VALLEY UNIFIED	11.00	29,604	BA	55,804	7	61,381	52,676	181	96	0.00
14	ROUND VALLEY JOINT ELEMENTARY	6.60	29,226	BA	47,478	7	69,754	51,880	182	116	0.00
15	KERN COUNTY OFFICE OF ED.	227.00	33,009	NC	46,228	11	57,548	48,095	185	524	0.38
15	ARVIN UNION ELEMENTARY	167.00	37,514	BA	52,562	9	68,832	55,718	183	2,769	1.00
15	BAKERSFIELD CITY ELEMENTARY	1,538.00	35,533	BA	53,290	7	69,066	53,568	182	26,461	0.00
15	BEARDSLEY ELEMENTARY	94.99	30,000	NC	44,427	6	57,799	44,967	182	1,724	0.00

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15	BELRIDGE ELEMENTARY		Did not submit current year J90							24	
15	BLAKE ELEMENTARY		Did not submit current year J90							15	
15	BUTTONWILLOW UNION ELEMENTARY		Did not submit current year J90							362	
15	CALIENTE UNION ELEMENTARY		Did not submit current year J90							111	
15	DELANO JOINT UNION HIGH	165.00	34,507	BA	50,046	10	75,488	51,908	183	3,741	2.00
15	DELANO UNION ELEMENTARY	353.00	36,718	BA	51,862	10	73,565	53,933	182	7,031	0.00
15	DI GIORGIO ELEMENTARY	12.00	36,669	BA+CR	48,722	6	62,783	50,997	183	236	0.00
15	EDISON ELEMENTARY	42.00	33,439	BA	46,405	9	61,648	47,985	182	873	0.00
15	EL TEJON UNIFIED	64.00	33,200	BA+12	51,555	8	63,900	49,574	183	1,292	0.28
15	ELK HILLS ELEMENTARY	3.00	33,334	EC/I	44,678	6	70,399	43,446	184	52	0.00
15	FAIRFAX ELEMENTARY	76.80	32,914	BA	49,128	8	67,595	50,585	185	1,469	2.00
15	FRUITVALE ELEMENTARY	149.56	32,000	EC/I	54,960	6	69,869	55,754	183	3,038	0.00
15	GENERAL SHAFTER ELEMENTARY	10.60	30,674	BA	47,644	21	60,775	48,499	183	230	0.00
15	GREENFIELD UNION ELEMENTARY	357.50	36,049	BA+12	49,961	6	69,229	52,214	184	7,156	0.00
15	KERN UNION HIGH	1,446.86	31,882	BA	52,047	13	80,001	53,547	184	28,842	1.00
15	KERNVILLE UNION ELEMENTARY	53.43	35,360	EC	49,638	6	59,000	50,034	184	909	4.00
15	LAKESIDE UNION ELEMENTARY	64.00	35,910	BA	48,439	2	61,561	52,171	183	1,250	3.00
15	LAMONT ELEMENTARY	138.00	36,849	BA	54,168	6	66,552	55,739	181	2,670	0.00
15	LINNS VALLEY-POSO FLAT UNION		Did not submit current year J90							30	
15	LOST HILLS UNION ELEMENTARY	30.00	32,460	I	44,802	5	61,068	50,830	185	535	0.00
15	MAPLE ELEMENTARY		Did not submit current year J90							260	
15	MARICOPA UNIFIED	24.00	32,756	YR00	43,558	1	54,756	38,660	185	326	1.00
15	MCFARLAND UNIFIED	151.92	36,220	BA	51,825	6	67,859	53,301	184	2,744	2.00
15	MCKITTRICK ELEMENTARY	4.00	34,292	BA	51,327	8	68,330	53,660	185	60	0.00
15	MIDWAY ELEMENTARY	8.00	33,092	BA	63,458	1	74,492	NR	181	85	0.00
15	MOJAVE UNIFIED	125.00	30,776	BA	51,066	7	77,059	56,037	182	2,560	3.93
15	MUROC JOINT UNIFIED	128.00	33,773	BA	60,195	8	78,352	60,117	182	2,297	2.00
15	NORRIS ELEMENTARY		Did not submit current year J90							2,016	
15	PANAMA-BUENA VISTA UNION ELEM.	703.06	36,767	BA	55,531	6	69,116	53,924	183	13,366	0.00
15	POND UNION ELEMENTARY		Did not submit current year J90							205	
15	RICHLAND-LERDO UNION ELEMENTARY	158.00	35,020	BA	54,211	11	70,401	56,292	183	2,777	0.00
15	RIO BRAVO-GREELEY UNION ELEMENTARY	41.00	32,855	BA	50,652	6	59,372	50,366	186	764	0.00
15	ROSEDALE UNION ELEMENTARY	246.67	36,181	BA	54,962	6	68,421	49,876	184	4,102	1.00
15	SEMITROPIC ELEMENTARY	8.00	35,700	BA	41,049	18	49,035	42,244	183	242	0.00
15	SIERRA SANDS UNIFIED	281.00	29,659	EC	48,894	8	67,867	48,851	182	5,345	0.00
15	SOUTH FORK UNION ELEMENTARY	18.00	31,998	BA	47,063	6	58,499	46,768	184	361	3.00
15	SOUTHERN KERN UNIFIED	148.00	36,813	BA	58,754	11	73,831	59,222	182	3,048	0.00
15	STANDARD ELEMENTARY	131.72	35,188	BA+CR	52,853	6	63,375	51,629	183	2,496	0.00
15	TAFT CITY ELEMENTARY	112.00	32,630	BA+15	48,688	8	61,996	43,306	185	2,051	0.00
15	TAFT UNION HIGH	66.00	35,798	BA	56,826	6	70,845	57,080	185	888	0.66
15	TEHACHAPI UNIFIED	200.00	35,346	BA	58,559	11	64,016	54,779	182	4,495	0.00

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		SCHEDULE F-T-E	SCHEDULE SALARY HEADING								
15	VINELAND ELEMENTARY	49.50	34,988	BA	49,570	6	62,309	52,459	184	839	1.50
15	WASCO UNION ELEMENTARY	147.00	34,677	BA	51,292	7	64,592	52,224	182	2,846	1.00
15	WASCO UNION HIGH	72.00	36,841	BA+30	52,106	12	67,573	54,698	184	1,286	2.00
16	KINGS COUNTY OFFICE OF ED.	Did not submit current year J90									N/A
16	ARMONA UNION ELEMENTARY	47.00	35,242	BA+CR	53,161	16	61,243	50,816	184	987	1.00
16	CENTRAL UNION ELEMENTARY	118.00	37,164	BA	61,647	11	73,020	58,212	183	1,906	0.00
16	CORCORAN JOINT UNIFIED	167.00	38,742	BA+30	53,706	14	73,518	54,220	184	3,009	0.00
16	DELTA VIEW JOINT ELEMENTARY	Did not submit current year J90									85
16	HANFORD ELEMENTARY	258.50	34,857	BA NC	51,336	12	67,077	57,315	187	5,143	0.00
16	HANFORD JOINT UNION HIGH	151.49	36,275	BA	52,241	14	72,210	55,244	185	3,408	0.63
16	ISLAND UNION ELEMENTARY	Did not submit current year J90									226
16	KINGS RIVER-HARDWICK UNION ELEM.	30.00	35,593	BA<45	48,827	12	66,716	54,793	187	602	2.50
16	KIT CARSON UNION ELEMENTARY	Did not submit current year J90									406
16	LAKESIDE UNION ELEMENTARY	29.00	33,790	BA+15	52,854	40	61,306	48,014	184	392	2.00
16	LEMOORE UNION ELEMENTARY	166.00	34,000	BA	47,618	11	75,596	45,380	183	3,092	0.00
16	LEMOORE UNION HIGH	106.59	35,721	BA<30	50,302	11	72,716	51,032	186	1,929	0.00
16	PIONEER UNION ELEMENTARY	55.75	34,713	BA	51,168	12	61,378	54,606	187	1,227	1.00
16	REEF-SUNSET UNIFIED	133.00	33,940	BA+15	47,987	7	63,407	51,301	184	2,310	3.50
17	LAKE COUNTY OFFICE OF ED.	Did not submit current year J90									N/A
17	KELSEYVILLE UNIFIED	99.60	34,000	BA+30	49,151	6	58,903	47,021	185	1,750	0.00
17	KONOCTI UNIFIED	187.00	28,841	BA NC	45,195	15	60,766	50,157	182	3,081	0.00
17	LAKEPORT UNIFIED	100.00	27,500	BA+15	48,400	10	59,000	47,000	185	1,666	0.00
17	LUCERNE ELEMENTARY	16.00	34,855	BA+30	47,290	8	58,664	49,611	183	288	0.00
17	MIDDLETOWN UNIFIED	98.00	34,000	BA+30	46,554	7	54,591	46,716	184	1,687	0.00
17	UPPER LAKE UNION ELEMENTARY	34.33	33,717	BA	52,729	7	58,968	49,768	183	587	0.00
17	UPPER LAKE UNION HIGH	22.50	34,000	BA+30	46,795	8	57,763	48,635	181	393	0.00
18	LASSEN COUNTY OFFICE OF ED.	Did not submit current year J90									N/A
18	BIG VALLEY JOINT UNIFIED	20.50	27,956	BA NC	48,716	8	56,764	42,238	180	288	2.00
18	FORT SAGE UNIFIED	Did not submit current year J90									177
18	JANESVILLE UNION ELEMENTARY	25.00	27,200	NC	55,426	9	69,115	47,064	179	456	0.00
18	JOHNSTONVILLE ELEMENTARY	13.00	36,270	BA+30	48,928	10	60,918	47,589	183	253	1.50
18	LASSEN UNION HIGH	55.53	29,629	BA NC	47,312	12	68,521	45,921	185	1,031	0.00
18	RAVENDALE ELEMENTARY	Did not submit current year J90									16
18	RICHMOND ELEMENTARY	Did not submit current year J90									211
18	SHAFFER UNION ELEMENTARY	18.00	36,000	BA+30	52,524	24	65,878	48,778	179	361	2.80
18	SUSANVILLE ELEMENTARY	67.04	34,680	BA<45	53,500	21	65,606	46,337	182	1,244	0.00
18	WESTWOOD UNIFIED	26.82	35,374	BA<45	49,055	8	61,945	49,662	184	393	0.00

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19	LOS ANGELES COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
19	ABC UNIFIED	1,007.55	38,861	BA NC	62,509	12	80,188	58,889	184	21,408	0.00
19	ACTON-AQUA DULCE UNIFIED		Did not submit current year J90							1,886	
19	ALHAMBRA CITY SCHOOLS	892.37	31,438	BA NC	60,041	8	86,312	58,303	183	18,807	0.00
19	ANTELOPE VALLEY UNION HIGH	889.83	32,317	BA NC	53,630	9	78,631	58,821	182	19,422	0.00
19	ARCADIA UNIFIED	440.33	41,716	BA	63,304	6	81,565	63,855	185	9,742	0.00
19	AZUSA UNIFIED		Did not submit current year J90							11,617	
19	BALDWIN PARK UNIFIED	800.50	40,028	BA	59,336	12	73,926	65,709	184	16,835	0.00
19	BASSETT UNIFIED		Did not submit current year J90							5,728	
19	BELLFLOWER UNIFIED	699.50	40,829	BA	57,283	26	72,829	60,063	184	14,690	1.00
19	BEVERLY HILLS UNIFIED	320.60	40,153	BA	64,233	6	73,073	62,825	186	4,965	0.00
19	BONITA UNIFIED	477.60	39,170	BA	61,047	11	74,200	58,870	185	9,927	0.00
19	BURBANK UNIFIED	778.50	36,296	BA+EC	54,446	16	69,972	54,335	187	14,733	2.75
19	CASTAIC UNION ELEMENTARY	180.78	36,006	BA	54,567	10	71,653	58,352	186	3,442	2.10
19	CENTINELA VALLEY HIGH	286.00	36,156	EC/I	53,123	30	76,183	59,985	184	6,735	0.00
19	CHARTER OAK UNIFIED	298.85	35,536	BA	57,661	10	71,586	60,765	184	6,887	0.00
19	CLAREMONT UNIFIED	316.55	37,592	BA+30	57,418	14	75,849	55,476	181	6,570	0.00
19	COMPTON UNIFIED	1,475.00	36,941	BA NC	50,052	10	72,991	55,613	183	30,106	2.45
19	COVINA-VALLEY UNIFIED	692.97	36,110	BA	55,906	9	74,190	62,780	183	14,348	0.00
19	CULVER CITY UNIFIED	320.90	38,450	BA	55,403	11	70,640	59,840	184	6,511	0.00
19	DOWNEY UNIFIED	1,048.00	40,864	BA	60,782	10	79,189	64,255	182	21,594	1.50
19	DUARTE UNIFIED	224.00	33,175	BA NC	52,572	NR	72,821	56,208	184	4,460	1.00
19	EAST WHITTIER CITY ELEMENTARY	437.24	38,889	BA	57,265	18	75,416	62,005	186	8,904	0.00
19	EASTSIDE ELEMENTARY	133.13	33,282	BA	51,897	6	73,781	56,774	183	2,536	0.00
19	EL MONTE CITY ELEMENTARY	601.00	37,152	BA NC	60,577	11	76,899	61,705	183	11,385	0.00
19	EL MONTE UNION HIGH	450.00	38,604	BA	60,054	NR	76,240	59,139	185	9,425	0.00
19	EL RANCHO UNIFIED	586.00	38,106	BA	54,941	12	70,849	57,762	186	11,602	0.00
19	EL SEGUNDO UNIFIED	151.50	35,045	BA NC	58,175	12	70,490	60,834	183	3,055	0.00
19	GARVEY ELEMENTARY	331.60	37,067	BA NC	59,371	12	73,430	60,494	183	6,432	1.00
19	GLENDALE UNIFIED	1,382.70	37,236	BA+EC	56,390	12	73,765	57,164	186	28,361	0.00
19	GLENDORA UNIFIED	355.80	34,915	BA	57,717	8	74,839	64,089	181	7,591	2.00
19	GORMAN ELEMENTARY	4.00	30,449	BA	43,999	6	59,375	51,459	183	60	0.00
19	HACIENDA LA PUENTE UNIFIED	1,173.00	36,956	BA	54,456	12	76,102	59,933	184	23,076	0.00
19	HAWTHORNE ELEMENTARY	459.00	36,326	EC	51,247	11	76,810	62,385	181	9,351	0.00
19	HERMOSA BEACH CITY ELEMENTARY	51.02	39,100	BA	62,772	9	74,422	65,621	182	1,012	1.00
19	HUGHES-ELIZABETH LAKES UNION ELEM.		Did not submit current year J90							405	
19	INGLEWOOD UNIFIED	685.00	37,425	NC	53,625	15	73,848	63,279	185	16,839	5.00
19	KEPPEL ELEMENTARY	140.92	33,636	BA+EC	51,712	7	72,432	60,624	182	2,828	1.00
19	LA CANADA UNIFIED	199.15	38,520	BA	61,797	25	73,680	60,450	185	4,210	0.00
19	LANCASTER ELEMENTARY	766.84	32,109	BA	54,434	6	72,744	56,668	172	14,622	2.00
19	LAS VIRGENES UNIFIED	592.80	34,603	NC	56,557	6	72,047	57,108	185	11,704	0.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SCHEDULE	AVERAGE SCHEDULE	HIGHEST ENTRY LEVEL	HIGHEST SCHEDULE	SALARY AT BCHLR+ 60	NO. OF SRVC	2003-04	% CHG SALARY
		SCHEDULE F-T-E	SALARY OFFERED	SALARY HEADING	PAID	STEP	SALARY OFFERED	STEP 10 OFFERED	DAYS REQD	P-2 ADA	OVER 02-03
19	LAWNDALE ELEMENTARY	300.70	41,439	BA	61,408	6	76,212	65,333	183	6,082	0.00
19	LENNOX ELEMENTARY	336.80	41,977	BA+EC	62,349	6	80,106	68,774	183	6,696	0.00
19	LITTLE LAKE CITY ELEMENTARY	237.00	39,395	BA	59,566	26	77,809	61,624	187	5,043	2.00
19	LONG BEACH UNIFIED	4,305.69	37,761	BA NC	54,553	16	81,967	58,380	182	91,611	0.00
19	LOS ANGELES UNIFIED	37,619.00	35,904	BA NC	54,465	10	71,196	57,355	182	669,580	0.00
19	LOS NIETOS ELEMENTARY	118.00	40,260	BA	56,964	14	73,780	64,070	185	2,282	1.00
19	LOWELL JOINT ELEMENTARY	149.80	34,563	BA	59,305	5	74,909	66,655	184	3,167	0.00
19	LYNWOOD UNIFIED	825.00	37,570	BA+15	52,843	20	71,418	56,167	182	18,180	0.00
19	MANHATTAN BEACH UNIFIED	356.67	39,890	BA+CR	58,205	30	73,997	61,040	183	6,283	0.00
19	MONROVIA UNIFIED	363.00	40,811	BA+CR	59,469	6	79,722	61,438	184	6,160	0.00
19	MONTEBELLO UNIFIED	1,743.07	35,800	BA	62,652	10	80,840	63,140	183	34,201	0.00
19	MOUNTAIN VIEW ELEMENTARY	506.40	39,786	BA	64,698	22	82,064	68,628	187	9,822	0.00
19	NEWHALL ELEMENTARY	315.50	39,253	BA<30	54,208	6	77,139	56,548	184	6,456	2.00
19	NORWALK-LA MIRADA UNIFIED	1,031.00	38,734	BA	56,774	12	78,790	60,060	183	22,844	0.00
19	PALMDALE ELEMENTARY	997.00	31,980	BA	55,023	9	69,947	58,206	184	21,404	0.00
19	PALOS VERDES PENINSULA UNIFIED	541.63	40,518	BA	56,997	12	74,991	59,756	185	11,254	0.00
19	PARAMOUNT UNIFIED	646.00	39,707	BA	55,888	10	74,307	59,973	184	16,228	1.00
19	PASADENA UNIFIED	1,174.80	36,620	BA	53,400	7	79,005	52,260	186	21,930	0.00
19	POMONA UNIFIED	1,625.40	37,130	BA+EC	57,213	9	75,156	61,956	185	33,525	0.00
19	REDONDO BEACH UNIFIED	397.45	34,908	BA NC	59,950	30	74,016	61,529	182	7,643	0.00
19	ROSEMEAD ELEMENTARY	166.00	34,219	BA NC	53,422	1	76,102	61,578	184	3,287	0.00
19	ROWLAND UNIFIED	864.09	36,300	BA NC	57,586	20	76,545	59,599	185	17,832	0.00
19	SAN GABRIEL UNIFIED	289.59	33,697	BA	54,814	13	71,036	59,465	186	5,420	0.00
19	SAN MARINO UNIFIED	164.60	34,729	BA NC	56,263	13	72,000	52,396	183	3,205	3.10
19	SANTA MONICA-MALIBU UNIFIED	689.17	39,021	BA	58,036	12	78,442	58,262	183	12,186	0.00
19	SAUGUS UNION ELEMENTARY	498.60	36,269	BA	57,989	6	76,364	65,706	186	9,885	1.00
19	SOUTH PASADENA UNIFIED	184.86	32,575	BA	58,283	13	67,268	58,648	185	4,079	0.00
19	SOUTH WHITTIER ELEMENTARY	215.10	42,886	BA+15	64,432	6	85,188	67,538	185	4,405	1.00
19	SULPHUR SPRINGS UNION ELEMENTARY	Did not submit current year J90								5,403	
19	TEMPLE CITY UNIFIED	252.45	33,917	BA	58,938	6	73,547	62,290	185	5,533	0.00
19	TORRANCE UNIFIED	1,249.48	36,893	BA	52,932	20	73,005	63,115	185	24,462	0.00
19	VALLE LINDO ELEMENTARY	Did not submit current year J90								1,303	
19	WALNUT VALLEY UNIFIED	682.90	36,380	EC	61,121	12	75,460	58,770	184	15,114	0.00
19	WEST COVINA UNIFIED	410.00	38,077	BA	56,403	6	74,386	59,431	190	8,929	0.00
19	WESTSIDE UNION ELEMENTARY	368.50	32,628	BA NC	53,100	6	71,533	59,380	182	7,108	0.00
19	WHITTIER CITY ELEMENTARY	340.90	34,189	BA+EC	59,308	21	78,175	63,421	187	6,907	0.00
19	WHITTIER UNION HIGH	551.00	36,719	BA NC	59,171	24	77,816	62,773	184	11,707	0.00
19	WILLIAM S. HART UNION HIGH	835.00	38,552	BA<30	57,779	9	76,041	59,924	185	18,534	0.00
19	WILSONA ELEMENTARY	Did not submit current year J90								1,941	
19	WISEBURN ELEMENTARY	98.45	38,735	BA	56,986	8	74,109	63,810	185	1,944	0.00

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
20	MADERA COUNTY OFFICE OF ED.	92.23	33,181	BA	52,236	17	62,674	51,605	184	77	2.00
20	ALVIEW-DAIRYLAND UNION ELEMENTARY	17.00	31,000	NC	41,213	5	55,565	43,802	184	333	1.50
20	BASS LAKE ELEMENTARY		Did not submit current year J90							1,052	
20	CHAWANAKEE JOINT UNIFIED		Did not submit current year J90							1,133	
20	CHOWCHILLA ELEMENTARY	84.78	32,480	BA	41,970	5	55,084	44,001	184	1,656	1.00
20	CHOWCHILLA UNION HIGH	41.00	33,896	BA	48,094	15	64,374	47,735	183	810	3.00
20	COARSEGOLD UNION ELEMENTARY		Did not submit current year J90							1,036	
20	GOLDEN VALLEY UNIFIED		Did not submit current year J90							1,226	
20	MADERA UNIFIED	839.56	36,210	BA+CR	52,925	14	64,333	52,247	179	16,086	0.00
20	RAYMOND-KNOWLES UNION ELEMENTARY		Did not submit current year J90							88	
20	YOSEMITE UNION HIGH		Did not submit current year J90							1,265	
21	MARIN COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
21	BOLINAS-STINSON UNION ELEMENTARY	9.33	39,737	BA+30	59,099	10	77,849	59,110	186	121	1.50
21	DIXIE ELEMENTARY	100.54	38,654	BA+30	55,841	20	72,377	55,655	186	1,759	1.00
21	KENTFIELD ELEMENTARY	68.10	34,468	BA	63,755	1	74,174	63,772	185	939	1.00
21	LAGUNA JOINT ELEMENTARY	2.50	34,000	BA+30	42,505	NR	55,925	44,150	184	27	0.00
21	LAGUNITAS ELEMENTARY		Did not submit current year J90							274	
21	LARKSPUR ELEMENTARY	56.20	39,617	BA	56,679	8	72,781	59,332	187	955	1.00
21	LINCOLN ELEMENTARY	1.00	25,840	BA	42,564	12	57,202	42,564	184	14	0.00
21	MILL VALLEY ELEMENTARY	132.27	42,072	BA+30	58,636	8	76,657	63,971	186	2,162	1.60
21	NICASIO ELEMENTARY		Did not submit current year J90							54	
21	NOVATO UNIFIED	382.45	34,287	BA	50,261	10	64,000	50,816	186	7,184	1.50
21	REED UNION ELEMENTARY	75.62	40,587	BA	61,747	16	75,706	63,340	187	1,024	1.50
21	ROSS ELEMENTARY		Did not submit current year J90							376	
21	ROSS VALLEY ELEMENTARY	101.05	39,778	BA+30	55,192	9	68,299	57,630	188	1,752	1.00
21	SAN RAFAEL CITY ELEMENTARY		Did not submit current year J90							3,348	
21	SAN RAFAEL CITY HIGH		Did not submit current year J90							1,960	
21	SAUSALITO ELEMENTARY	13.00	40,591	BA+30	63,626	7	77,006	63,568	183	194	2.00
21	SHORELINE UNIFIED	53.78	36,428	BA+30	55,490	11	68,093	49,842	187	656	1.50
21	TAMALPAIS UNION HIGH	226.90	42,680	BA	67,275	8	81,433	66,575	189	3,626	3.00
21	UNION JOINT ELEMENTARY	2.00	32,975	BA	49,410	21	65,079	47,014	184	17	0.00
22	MARIPOSA COUNTY OFFICE OF ED.	11.18	34,000	BA+30	49,810	8	59,346	47,796	184	N/A	0.00
22	MARIPOSA COUNTY UNIFIED	139.66	28,250	BA<30	49,871	8	59,346	47,796	184	2,302	0.00
23	MENDOCINO COUNTY OFFICE OF ED.	54.04	34,000	BA+CR	48,225	14	60,072	48,962	185	N/A	0.00
23	ANDERSON VALLEY UNIFIED	43.60	34,000	BA+30	45,359	9	58,685	41,821	185	543	0.00
23	ARENA UNION ELEMENTARY	16.97	30,900	BA	49,511	7	62,154	44,401	184	208	0.00
23	FORT BRAGG UNIFIED	129.38	29,457	NC	49,826	11	58,369	43,108	185	1,861	2.50
23	LAYTONVILLE UNIFIED	32.56	30,000	NC	48,262	10	61,106	44,562	183	431	3.32

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
23	LEGGETT VALLEY UNIFIED		Did not submit current year J90							178	
23	MANCHESTER UNION ELEMENTARY		Did not submit current year J90							64	
23	MENDOCINO UNIFIED	46.80	34,000	BA+30	49,365	10	60,000	39,301	185	681	0.00
23	POINT ARENA JOINT UNION HIGH	16.43	30,900	BA	43,256	7	62,154	44,401	184	160	0.00
23	POTTER VALLEY COMMUNITY UNIFIED	25.25	34,680	BA+30	44,434	18	50,768	39,835	185	262	0.00
23	ROUND VALLEY UNIFIED		Did not submit current year J90							354	
23	UKIAH UNIFIED	355.10	32,452	BA<44	51,503	6	64,238	47,776	186	5,725	0.00
23	WILLITS UNIFIED	129.92	34,000	BA	51,590	8	64,913	45,726	185	1,886	0.00
24	MERCED COUNTY OFFICE OF ED.	122.39	33,056	BA	46,737	24	65,447	50,098	184	N/A	0.00
24	ATWATER ELEMENTARY	233.15	40,593	BA NC	63,636	20	75,657	63,728	183	4,510	0.00
24	BALLICO-CRESSEY ELEMENTARY	16.11	27,790	BA	49,900	10	56,639	45,090	183	306	3.00
24	DELHI UNIFIED	113.00	37,417	BA+30	49,310	1	66,111	50,959	183	2,413	0.00
24	DOS PALOS-ORO LOMA JOINT UNIFIED	141.60	31,672	BA	49,008	10	65,511	49,813	184	2,546	0.00
24	EL NIDO ELEMENTARY	12.00	34,855	BA+15	41,978	5	54,332	47,840	183	214	4.00
24	GUSTINE UNIFIED	101.60	33,967	NC	48,752	11	62,729	52,803	182	1,838	2.75
24	HILMAR UNIFIED	121.54	33,392	BA	51,442	11	62,943	50,041	184	2,216	0.00
24	LE GRAND UNION ELEMENTARY	18.00	33,641	BA	48,257	5	58,550	48,954	183	418	0.00
24	LE GRAND UNION HIGH	28.00	34,927	BA	50,064	5	64,234	52,132	184	535	0.00
24	LIVINGSTON UNION ELEMENTARY	125.00	39,011	BA+15	53,365	6	68,258	53,479	184	2,348	0.00
24	LOS BANOS UNIFIED	393.35	33,645	BA+CR	49,390	5	70,939	52,663	182	7,761	1.50
24	MCSWAIN UNION ELEMENTARY	41.95	35,433	NC	52,533	6	69,637	52,074	183	807	0.00
24	MERCED CITY ELEMENTARY	563.00	35,397	BA	60,615	6	72,094	59,200	184	10,913	2.00
24	MERCED RIVER UNION ELEMENTARY	12.00	33,224	BA+EC	40,539	6	59,952	46,418	182	205	0.00
24	MERCED UNION HIGH	436.57	37,840	BA	55,420	8	71,884	56,185	184	9,037	0.00
24	PLAINSBURG UNION ELEMENTARY	5.00	31,614	BA+30	51,405	4	65,910	45,589	183	99	0.00
24	PLANADA ELEMENTARY	38.00	36,581	BA	54,492	5	66,252	52,904	183	820	2.00
24	SNELLING-MERCED FALLS UNION ELEM.	4.36	30,629	BA	42,795	1	56,238	44,679	183	80	2.00
24	WEAVER UNION ELEMENTARY	96.00	39,017	BA+15	51,472	17	66,475	52,008	182	1,631	0.00
24	WINTON ELEMENTARY	92.61	33,766	BA NC	48,774	6	69,658	49,581	184	1,731	1.00
25	MODOC COUNTY OFFICE OF ED.	21.00	30,869	BA NC	54,270	19	67,057	49,657	189	N/A	1.81
25	MODOC JOINT UNIFIED	53.07	34,000	BA+30	47,786	30	61,131	46,397	183	944	0.00
25	SURPRISE VALLEY JOINT UNIFIED	16.14	35,316	BA+30	43,890	NR	49,973	43,558	184	192	0.00
25	TULELAKE BASIN JOINT UNIFIED	35.21	40,993	BA+EC	58,368	25	69,497	57,046	189	505	0.00
26	MONO COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
26	EASTERN SIERRA UNIFIED	45.97	29,768	BA NC	44,379	6	55,119	44,875	184	493	0.00
26	MAMMOTH UNIFIED	66.54	35,711	BA<15	55,785	6	69,226	54,992	182	1,150	0.50
27	MONTEREY COUNTY OFFICE OF ED.	158.15	37,719	BA	55,990	13	71,921	57,891	183	382	1.00

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CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SCHEDULE	AVERAGE SCHEDULE	HIGHEST ENTRY LEVEL	HIGHEST SCHEDULE	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE F-T-E	SALARY OFFERED	SALARY HEADING	PAID	STEP	SALARY OFFERED				
27	ALISAL UNION ELEMENTARY	343.93	35,647	BA	62,717	30	79,873	57,962	183	7,451	0.00
27	BRADLEY UNION ELEMENTARY		Did not submit current year J90							30	
27	CARMEL UNIFIED	146.20	39,719	BA<30	65,878	13	81,574	62,142	184	2,062	4.27
27	CHUALAR UNION ELEMENTARY		Did not submit current year J90							312	
27	GONZALES UNIFIED	132.00	37,941	BA+30	56,947	11	81,052	56,672	184	2,216	2.00
27	GRAVES ELEMENTARY		Did not submit current year J90							35	
27	GREENFIELD UNION ELEMENTARY	103.00	33,148	BA<45	51,505	11	75,114	46,781	183	2,395	0.00
27	KING CITY JOINT UNION HIGH	95.07	36,066	BA NC	63,616	6	94,581	64,575	182	2,018	0.00
27	KING CITY UNION ELEMENTARY	136.50	31,814	BA	55,335	11	75,177	53,423	183	2,425	0.00
27	LAGUNITA ELEMENTARY		Did not submit current year J90							75	
27	MISSION UNION ELEMENTARY		Did not submit current year J90							91	
27	MONTEREY PENINSULA UNIFIED	613.44	26,525	BA+EC	53,962	10	68,017	50,779	184	11,129	0.00
27	NORTH MONTEREY COUNTY UNIFIED	253.59	34,431	NC	56,149	10	71,170	55,967	185	4,775	2.05
27	PACIFIC GROVE UNIFIED	112.40	34,380	BA	65,361	4	74,890	60,825	181	1,795	2.53
27	PACIFIC UNIFIED		Did not submit current year J90							22	
27	SALINAS CITY ELEMENTARY	458.53	36,264	BA	56,317	6	70,650	57,055	183	8,206	0.00
27	SALINAS UNION HIGH	663.38	35,635	BA	57,178	16	78,542	57,891	184	12,683	0.84
27	SAN ANTONIO UNION ELEMENTARY		Did not submit current year J90							183	
27	SAN ARDO UNION ELEMENTARY		Did not submit current year J90							114	
27	SAN LUCAS UNION ELEMENTARY		Did not submit current year J90							122	
27	SANTA RITA UNION ELEMENTARY	139.84	31,995	BA	56,586	7	69,005	55,532	186	2,857	0.00
27	SOLEDAD UNIFIED	188.00	37,780	BA<30	55,241	8	83,145	56,949	186	3,613	2.00
27	SPRECKELS UNION ELEMENTARY		Did not submit current year J90							899	
27	WASHINGTON UNION ELEMENTARY	48.00	31,524	NC	50,068	6	64,871	49,976	184	965	1.00
28	NAPA COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
28	CALISTOGA JOINT UNIFIED	49.33	44,077	BA+15	61,582	7	76,549	62,117	187	826	4.50
28	HOWELL MOUNTAIN ELEMENTARY		Did not submit current year J90							73	
28	NAPA VALLEY UNIFIED	872.98	38,613	BA NC	53,456	7	70,449	54,133	183	15,991	1.21
28	POPE VALLEY UNION ELEMENTARY	3.00	43,000	BA+30	66,000	NR	66,000	54,000	181	56	0.00
28	ST. HELENA UNIFIED	83.42	42,847	NC	62,988	11	79,095	61,023	187	1,412	5.00
29	NEVADA COUNTY OFFICE OF ED.	21.20	36,866	SLS	55,547	9	65,116	50,436	186	N/A	0.00
29	CHICAGO PARK ELEMENTARY	7.40	35,720	BA+PR	42,093	6	60,655	43,276	183	128	2.00
29	CLEAR CREEK ELEMENTARY	6.67	36,434	BA+30	44,954	6	56,658	46,492	184	120	2.00
29	GRASS VALLEY ELEMENTARY	96.28	36,156	SLS	54,701	6	61,924	49,336	187	1,543	0.00
29	NEVADA CITY ELEMENTARY	76.04	35,514	SLS	55,388	6	61,504	48,543	184	1,375	0.00
29	NEVADA JOINT UNION HIGH	194.00	35,854	BA	56,954	6	66,354	53,177	184	3,858	0.00
29	PLEASANT RIDGE UNION ELEMENTARY	105.15	36,354	BA	59,992	5	68,136	55,782	188	1,987	0.00
29	PLEASANT VALLEY ELEMENTARY	35.70	35,316	BA+30	53,446	6	61,283	47,758	184	664	0.00
29	READY SPRINGS UNION ELEMENTARY	18.50	36,289	BA<45	51,943	5	57,576	46,211	185	298	2.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

10/28/04

## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SALARY OFFERED	AVERAGE SCHEDULE SALARY HEADING	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE F-T-E			PAID	STEP					
29	TWIN RIDGES ELEMENTARY	Did not submit current year J90								101	
29	UNION HILL ELEMENTARY	43.32	35,377	BA+30	51,023	5	60,717	49,906	186	735	1.00
30	ORANGE COUNTY OFFICE OF ED.	510.70	33,019	BA+CR	61,209	6	82,294	65,038	182	N/A	0.00
30	ANAHEIM ELEMENTARY	1,098.25	43,061	BA	61,909	11	83,650	70,768	184	21,058	0.00
30	ANAHEIM UNION HIGH	1,516.00	40,346	BA	65,133	6	82,851	72,128	185	30,845	0.00
30	BREA-OLINDA UNIFIED	279.46	35,162	NC	58,067	11	78,606	61,893	186	6,027	2.00
30	BUENA PARK ELEMENTARY	267.50	38,458	BA+CR	61,038	9	84,270	67,565	185	6,117	0.00
30	CAPISTRANO UNIFIED	2,244.00	38,277	BA	62,622	12	86,477	61,879	185	47,458	0.00
30	CENTRALIA ELEMENTARY	257.25	35,449	EC/I	59,526	12	79,931	64,917	186	5,085	0.00
30	CYPRESS ELEMENTARY	241.06	36,992	BA	61,860	5	80,176	60,166	185	4,585	1.00
30	FOUNTAIN VALLEY ELEMENTARY	275.12	35,175	BA	62,513	7	72,042	60,031	183	6,038	1.00
30	FULLERTON ELEMENTARY	632.20	37,902	BA	59,213	6	81,621	64,478	186	13,381	0.00
30	FULLERTON JOINT UNION HIGH	595.60	39,353	BA NC	65,696	9	84,667	65,029	184	14,090	0.00
30	GARDEN GROVE UNIFIED	2,265.38	41,275	BA	63,526	9	80,627	66,805	185	48,067	0.00
30	HUNTINGTON BEACH CITY ELEMENTARY	296.20	35,415	BA	63,038	5	81,324	66,678	184	6,646	0.00
30	HUNTINGTON BEACH UNION HIGH	586.50	39,377	BA	66,772	8	83,575	67,065	183	14,056	1.00
30	IRVINE UNIFIED	1,149.42	34,920	EC	63,427	13	80,617	62,365	184	24,406	2.00
30	LA HABRA CITY ELEMENTARY	315.09	38,729	BA+EC	61,862	7	84,083	65,285	185	6,236	2.00
30	LAGUNA BEACH UNIFIED	122.80	37,594	BA+15	68,561	1	86,357	64,447	182	2,591	1.00
30	LOS ALAMITOS UNIFIED	421.17	38,635	BA NC	64,745	6	83,274	67,025	186	8,886	0.00
30	MAGNOLIA ELEMENTARY	367.00	37,034	BA+CR	59,948	6	83,845	66,950	186	6,609	0.50
30	NEWPORT-MESA UNIFIED	1,025.00	34,629	EC	58,654	11	81,173	59,955	186	21,010	0.00
30	OCEAN VIEW ELEMENTARY	503.85	34,000	BA	62,306	6	81,285	62,487	184	9,795	0.00
30	ORANGE UNIFIED	1,450.00	35,020	BA+30	56,204	11	81,192	57,652	185	28,995	0.00
30	PLACENTIA-YORBA LINDA UNIFIED	1,219.43	34,578	BA	61,523	5	80,424	64,106	187	25,584	0.00
30	SADDLEBACK VALLEY UNIFIED	1,656.00	30,000	EC/I	60,542	15	78,991	58,398	184	33,036	1.25
30	SANTA ANA UNIFIED	2,982.45	40,117	NC	63,175	16	82,796	42,474	186	57,269	-0.50
30	SAVANNA ELEMENTARY	Did not submit current year J90								2,358	
30	TUSTIN UNIFIED	871.33	37,499	BA	57,686	12	79,646	60,491	186	18,189	0.00
30	WESTMINSTER ELEMENTARY	516.50	34,664	BA NC	61,536	8	82,444	66,902	186	9,880	0.00
31	PLACER COUNTY OFFICE OF ED.	Did not submit current year J90								N/A	
31	ACKERMAN ELEMENTARY	18.80	35,728	BA	46,612	6	58,021	47,806	182	363	2.00
31	ALTA-DUTCH FLAT UNION ELEMENTARY	10.00	34,000	BA	48,252	24	63,381	50,347	186	177	0.75
31	AUBURN UNION ELEMENTARY	134.41	36,280	BA+15	55,487	30	65,498	51,243	185	2,483	0.00
31	COLFAX ELEMENTARY	31.80	35,252	BA+30	49,423	6	61,997	48,154	183	531	0.00
31	DRY CREEK JOINT ELEMENTARY	351.94	34,000	BA	49,519	8	73,260	54,760	185	6,791	0.00
31	EUREKA UNION ELEMENTARY	206.45	34,029	BA+CR	54,098	7	69,641	54,482	186	4,128	0.00
31	FORESTHILL UNION ELEMENTARY	27.00	35,927	BA	51,724	6	59,997	47,245	183	598	1.50
31	LOOMIS UNION ELEMENTARY	94.50	33,619	NC	52,598	9	68,968	50,520	186	1,836	0.05

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CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SALARY OFFERED	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE F-T-E	SCHEDULE SALARY HEADING								
31	NEWCASTLE ELEMENTARY	13.00	35,700	SLS	48,418	7	57,724	48,489	181	294	0.00
31	OPHIR ELEMENTARY	11.00	36,383	BA	48,333	5	60,991	47,405	183	194	1.00
31	PENRYN ELEMENTARY	15.08	36,292	BA<44	50,189	6	64,045	49,942	183	272	0.75
31	PLACER HILLS ELEMENTARY	68.50	34,801	NC	52,562	15	62,534	49,238	183	1,305	0.00
31	PLACER UNION HIGH	224.84	32,253	EC/I	56,431	29	68,532	50,009	186	4,392	0.27
31	ROCKLIN UNIFIED	463.06	30,468	EC	51,715	11	70,392	55,418	186	8,652	0.00
31	ROSEVILLE CITY ELEMENTARY	370.40	36,209	BA	56,085	6	70,852	60,852	186	7,271	0.00
31	ROSEVILLE JOINT UNION HIGH	354.66	36,927	EC/I	57,200	27	72,081	56,732	184	7,500	0.00
31	TAHOE-TRUCKEE UNIFIED	270.81	28,976	PRE-I	52,254	6	68,671	48,247	185	4,255	0.00
31	WESTERN PLACER UNIFIED	217.70	29,949	BA NC	52,294	11	68,948	52,995	183	3,796	1.00
32	PLUMAS COUNTY OFFICE OF ED.	Single District County - Salary schedule same as district								N/A	
32	PLUMAS UNIFIED	169.60	30,242	BA NC	51,285	4	67,615	47,700	182	2,776	0.00
33	RIVERSIDE COUNTY OFFICE OF ED.	Did not submit current year J90								N/A	
33	ALVORD UNIFIED	910.53	38,383	BA NC	59,867	14	80,528	62,528	185	18,448	0.00
33	BANNING UNIFIED	233.50	36,036	BA	55,901	15	73,286	56,819	184	4,351	0.00
33	BEAUMONT UNIFIED	216.00	37,051	BA+CR	53,657	7	76,625	56,158	187	4,672	0.00
33	COACHELLA VALLEY UNIFIED	747.02	35,060	BA	52,075	11	68,668	56,654	182	14,007	0.00
33	CORONA-NORCO UNIFIED	2,192.00	44,354	BA	61,366	11	80,506	67,382	185	41,792	0.00
33	DESERT CENTER UNIFIED	2.00	33,332	BA	38,290	5	67,318	52,195	185	37	13.87
33	DESERT SANDS UNIFIED	1,245.50	36,826	BA	60,396	10	73,169	59,653	182	24,605	2.00
33	HEMET UNIFIED	902.50	34,139	BA	55,025	22	74,712	56,519	184	18,542	0.00
33	JURUPA UNIFIED	976.70	40,063	BA<30	63,858	13	78,765	64,189	184	19,705	0.00
33	LAKE ELSINORE UNIFIED	878.22	33,904	I	58,347	8	75,143	59,925	184	18,502	0.00
33	MENIFER UNION ELEMENTARY	271.60	32,677	NC	54,676	14	73,272	57,716	184	5,677	1.00
33	MORENO VALLEY UNIFIED	1,413.10	38,109	BA	57,646	10	76,221	58,531	184	32,824	0.00
33	MURRIETA VALLEY UNIFIED	774.33	36,744	BA	57,525	8	82,971	60,846	185	16,772	1.25
33	NUVIEW UNION ELEMENTARY	70.00	34,486	I	52,833	14	72,113	56,679	184	1,472	0.00
33	PALM SPRINGS UNIFIED	1,140.00	36,628	BA	55,338	11	74,289	53,500	184	21,059	0.00
33	PALO VERDE UNIFIED	169.30	33,332	BA	50,882	9	67,318	52,195	185	3,433	2.00
33	PERRIS ELEMENTARY	264.00	34,063	BA	52,701	10	73,715	61,143	179	4,978	1.00
33	PERRIS UNION HIGH	272.00	35,030	BA	50,832	11	71,263	55,364	184	6,658	0.00
33	RIVERSIDE UNIFIED	2,045.00	35,754	BA NC	56,501	14	75,393	57,648	185	39,523	0.00
33	ROMOLAND ELEMENTARY	88.00	36,267	BA<30	53,153	12	70,196	59,169	184	1,671	2.00
33	SAN JACINTO UNIFIED	324.00	36,067	BA	51,482	13	70,830	55,248	184	6,359	2.00
33	TEMECULA VALLEY UNIFIED	1,054.45	37,380	BA	59,880	13	76,451	61,645	185	22,365	0.00
33	VAL VERDE UNIFIED	553.00	37,903	BA+15	55,965	12	75,111	61,456	186	12,787	1.60
34	SACRAMENTO COUNTY OFFICE OF ED.	Did not submit current year J90								N/A	
34	ARCOHE UNION ELEMENTARY	30.10	35,546	BA+30	48,808	8	63,085	53,118	182	546	0.00

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		SCHEDULE F-T-E	SCHEDULE SALARY HEADING	SALARY PAID	STEP	SALARY OFFERED	STEP 10 OFFERED				
34	CENTER JOINT UNIFIED	290.09	34,000	BA	54,304	8	67,790	53,035	183	5,561	0.00
34	DEL PASO HEIGHTS ELEMENTARY	114.00	29,996	BA NC	49,645	13	70,000	45,835	186	1,941	0.00
34	ELK GROVE UNIFIED	2,911.05	38,062	BA	58,452	11	77,223	56,441	184	52,972	0.00
34	ELVERTA JOINT ELEMENTARY	17.50	31,997	NC	45,496	24	67,631	50,909	185	305	1.00
34	FOLSOM-CORDOVA UNIFIED	903.83	30,259	EC/I	53,357	5	68,415	57,327	184	17,130	-1.52
34	GALT JOINT UNION ELEMENTARY	247.59	33,272	BA NC	51,006	12	64,810	53,269	186	4,147	0.00
34	GALT JOINT UNION HIGH	109.60	29,070	BA NC	50,774	11	73,190	55,212	183	1,951	2.00
34	GRANT JOINT UNION HIGH	573.20	35,465	BA+CR	52,619	11	70,987	52,199	183	11,516	1.25
34	NATOMAS UNIFIED	378.73	29,967	EC/I	52,106	9	77,222	51,753	186	7,204	0.00
34	NORTH SACRAMENTO ELEMENTARY	328.85	33,833	NC	56,416	8	73,913	55,325	186	5,089	0.00
34	RIO LINDA UNION ELEMENTARY	565.15	35,803	BA+23	52,383	12	68,643	52,670	187	9,552	0.00
34	RIVER DELTA JOINT UNIFIED	128.64	31,450	BA NC	46,084	25	63,153	47,624	187	2,324	0.00
34	ROBLA ELEMENTARY	131.50	37,012	BA	58,461	30	71,733	59,255	184	2,129	2.00
34	SACRAMENTO CITY UNIFIED	2,671.36	35,782	BA NC	53,097	9	76,036	47,026	184	47,458	0.00
34	SAN JUAN UNIFIED	2,372.95	38,109	BA<30	60,196	9	74,094	64,313	185	44,996	0.50
35	SAN BENITO COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
35	AROMAS/SAN JUAN UNIFIED	74.64	36,431	BA NC	53,768	13	73,419	53,749	184	1,219	2.00
35	BITTERWATER-TULLY JOINT UNION ELEM		Did not submit current year J90							22	
35	CIENEGA UNION ELEMENTARY		Did not submit current year J90							38	
35	HOLLISTER ELEMENTARY	337.76	39,169	BA	57,605	39	78,263	56,115	184	5,901	2.00
35	JEFFERSON ELEMENTARY		Did not submit current year J90							18	
35	NORTH COUNTY JOINT UNION ELEM.	28.00	37,861	BA	49,635	18	59,910	49,447	184	498	0.00
35	PANOCHÉ ELEMENTARY		Did not submit current year J90							12	
35	SAN BENITO HIGH	120.70	40,447	BA+PR	57,751	11	75,033	58,757	186	2,743	0.00
35	SOUTHSIDE ELEMENTARY		Did not submit current year J90							216	
35	TRES PINOS UNION ELEMENTARY		Did not submit current year J90							130	
35	WILLOW GROVE UNION ELEMENTARY		Did not submit current year J90							25	
36	SAN BERNARDINO CO. OFFICE OF ED.	299.00	34,207	BA	59,946	11	73,064	61,506	182	N/A	0.00
36	ADELANTO ELEMENTARY	287.00	34,680	BA	54,639	11	67,007	62,256	185	5,831	0.00
36	ALTA LOMA ELEMENTARY	297.40	32,723	BA	65,411	6	75,687	58,737	187	7,207	0.00
36	APPLE VALLEY UNIFIED	626.00	34,000	BA	54,322	6	69,846	53,858	184	12,830	0.00
36	BAKER VALLEY UNIFIED	15.00	33,417	BA	43,157	7	58,616	51,366	182	196	0.00
36	BARSTOW UNIFIED	318.00	34,062	BA	49,747	8	68,124	52,315	185	6,435	0.00
36	BEAR VALLEY UNIFIED	162.79	35,874	BA+15	57,359	6	71,271	57,121	186	3,055	0.00
36	CENTRAL ELEMENTARY	238.00	33,008	BA	60,664	8	75,050	58,334	185	5,088	1.00
36	CHAFFEY UNION HIGH	977.20	35,257	BA	64,505	10	83,559	64,168	181	21,840	0.00
36	CHINO UNIFIED	1,540.93	37,691	BA	62,395	27	78,921	62,634	183	31,946	0.00
36	COLTON JOINT UNIFIED	1,189.50	36,704	BA	53,959	9	75,173	58,230	185	22,975	0.00
36	CUCAMONGA ELEMENTARY	137.60	34,786	BA	53,929	9	70,679	58,149	183	2,730	1.50

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		SCHEDULE F-T-E	SALARY OFFERED	SALARY HEADING	PAID	STEP	SALARY OFFERED	60 OFFERED	DAYS REQD	P-2 ADA	
36	ETIWANDA ELEMENTARY	539.00	39,378	BA	54,250	6	79,059	61,283	185	10,980	0.00
36	FONTANA UNIFIED	2,007.00	35,236	BA NC	56,390	10	74,936	59,381	182	38,527	0.00
36	HELENDALE ELEMENTARY	30.00	29,332	BA I	46,829	7	65,155	52,820	183	581	0.00
36	HESPERIA UNIFIED	716.00	35,326	BA NC	54,663	7	70,653	55,982	184	15,710	0.00
36	LUCERNE VALLEY UNIFIED	55.00	32,679	PRE-I	53,224	7	67,703	58,388	187	914	0.00
36	MORONGO UNIFIED	456.00	34,000	BA	55,503	7	66,517	56,473	187	8,747	0.00
36	MOUNTAIN VIEW ELEMENTARY	164.00	38,043	BA+15	63,996	6	75,606	63,646	184	3,306	0.00
36	MT. BALDY JOINT ELEMENTARY	5.00	32,281	BA	53,702	21	70,007	55,624	185	84	0.00
36	NEEDLES UNIFIED	63.00	29,998	BA I	49,838	7	59,393	54,475	180	1,096	0.00
36	ONTARIO-MONTCLAIR ELEMENTARY	1,329.19	34,062	BA	56,857	9	72,261	60,581	184	25,632	0.00
36	ORO GRANDE ELEMENTARY	7.00	32,212	BA	49,426	22	63,203	51,088	184	142	0.00
36	REDLANDS UNIFIED	983.10	34,958	BA NC	60,635	10	75,661	61,816	185	19,552	0.00
36	RIALTO UNIFIED	1,436.00	40,681	BA	58,549	15	80,607	62,427	180	28,019	0.00
36	RIM OF THE WORLD UNIFIED	249.40	31,731	I	59,500	6	73,513	56,772	185	5,217	0.00
36	SAN BERNARDINO CITY UNIFIED	2,963.00	38,718	BA NC	55,704	16	74,184	59,998	187	52,907	0.50
36	SILVER VALLEY UNIFIED	144.00	34,510	BA	48,869	7	71,470	52,078	184	2,477	0.00
36	SNOWLINE JOINT UNIFIED	360.00	35,311	BA	56,150	4	75,538	62,912	186	7,033	0.00
36	TRONA JOINT UNIFIED	20.00	34,575	BA	63,442	2	66,331	53,341	183	324	-7.33
36	UPLAND UNIFIED	574.85	33,860	BA	60,872	7	75,879	60,643	184	11,723	0.00
36	VICTOR ELEMENTARY	410.55	35,267	BA I	60,744	6	74,457	68,369	182	8,875	0.00
36	VICTOR VALLEY UNION HIGH	351.57	33,648	BA	51,777	8	67,296	56,125	183	7,608	0.00
36	YUCAIPA-CALIMESA JOINT UNIFIED	409.21	36,200	BA	61,004	7	77,668	60,837	185	9,027	0.00
37	SAN DIEGO COUNTY OFFICE OF ED.	257.00	34,731	BA+CR	62,641	8	82,032	60,093	225	N/A	0.00
37	ALPINE UNION ELEMENTARY	130.00	35,384	BA<30	56,537	9	73,479	54,411	185	2,226	0.00
37	BONSAI UNION ELEMENTARY	94.85	34,683	BA	49,122	7	68,663	50,821	182	1,468	0.00
37	BORREGO SPRINGS UNIFIED	32.70	31,106	<BA	47,839	1	70,810	55,789	184	447	0.00
37	CAJON VALLEY UNION ELEMENTARY	873.35	32,581	EC	59,057	11	79,846	57,994	183	17,241	0.00
37	CARDIFF ELEMENTARY	45.50	36,972	BA<45	62,100	6	73,050	55,870	185	749	3.00
37	CARLSBAD UNIFIED	480.17	34,447	BA+CR	56,582	11	74,820	59,250	186	9,627	0.50
37	CHULA VISTA ELEMENTARY	1,215.06	38,341	BA	57,663	6	75,172	57,846	185	20,045	0.00
37	CORONADO UNIFIED	150.84	35,759	BA	55,538	8	73,421	59,882	185	2,785	2.70
37	DEHESA ELEMENTARY	Did not submit current year J90								197	
37	DEL MAR UNION ELEMENTARY	212.72	34,389	BA	54,870	5	74,188	62,110	184	3,388	0.00
37	ENCINITAS UNION ELEMENTARY	295.35	34,000	BA<45	59,602	3	77,380	55,991	185	5,595	0.71
37	ESCONDIDO UNION ELEMENTARY	1,014.20	32,149	EC	55,685	6	73,104	57,711	185	18,420	0.00
37	ESCONDIDO UNION HIGH	337.40	35,754	BA	54,289	5	73,117	52,761	187	7,058	1.00
37	FALLBROOK UNION ELEMENTARY	294.30	36,962	BA<25	61,075	10	77,012	57,772	183	5,786	1.50
37	FALLBROOK UNION HIGH	141.00	31,539	BA	59,919	29	73,958	59,818	183	2,993	0.00
37	GROSSMONT UNION HIGH	1,098.53	32,626	<BA	57,903	25	74,826	56,970	187	22,910	0.00
37	JAMUL-DULZURA UNION ELEMENTARY	81.00	35,721	BA	53,995	14	72,303	53,920	186	1,735	0.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
37	JULIAN UNION ELEMENTARY	28.46	34,000	BA	59,121	6	69,621	51,189	184	420	0.00
37	JULIAN UNION HIGH	15.10	34,513	BA+30	55,119	25	66,162	55,199	185	234	4.00
37	LA MESA-SPRING VALLEY ELEMENTARY	770.25	36,763	BA	56,867	11	73,857	55,582	187	13,684	0.00
37	LAKESIDE UNION ELEMENTARY	233.31	37,637	BA	59,543	11	77,749	56,000	184	4,241	0.00
37	LEMON GROVE ELEMENTARY	218.07	35,571	BA+CR	56,415	9	82,939	56,385	184	4,261	0.00
37	MOUNTAIN EMPIRE UNIFIED	101.93	28,617	BA NC	49,161	6	68,920	44,921	184	1,678	0.00
37	NATIONAL ELEMENTARY	343.00	34,455	BA NC	57,952	26	72,964	55,356	186	6,170	0.00
37	OCEANSIDE CITY UNIFIED	1,118.50	37,395	BA	60,992	10	77,412	62,524	187	20,865	0.00
37	POWAY UNIFIED	1,647.00	34,673	BA+EC	59,719	6	76,081	60,175	188	31,817	0.00
37	RAMONA CITY UNIFIED	348.67	35,505	BA	59,155	6	77,060	60,868	183	6,777	1.00
37	RANCHO SANTA FE ELEMENTARY	43.41	39,052	BA+30	55,682	5	78,766	60,895	184	821	3.50
37	SAN DIEGO CITY UNIFIED	7,980.85	34,517	BA	53,340	15	70,179	52,449	187	121,044	0.00
37	SAN DIEGUITO UNION HIGH	541.37	34,862	BA	60,867	3	80,469	64,847	186	11,269	0.00
37	SAN MARCOS UNIFIED	672.02	30,382	BA NC	57,610	6	76,807	60,762	184	13,817	0.00
37	SAN PASQUAL UNION ELEMENTARY	32.35	36,067	BA<30	46,574	7	61,611	49,289	185	552	2.00
37	SAN YSIDRO ELEMENTARY	253.00	34,931	BA+EC	56,048	14	73,799	57,508	186	4,847	0.00
37	SANTEE ELEMENTARY	360.80	35,811	BA+EC	62,858	7	78,720	56,621	185	6,766	0.00
37	SOLANA BEACH ELEMENTARY	145.60	38,770	BA+30	61,722	5	80,599	62,157	185	2,590	4.00
37	SOUTH BAY UNION ELEMENTARY	485.59	34,680	BA	59,876	6	72,690	57,608	185	8,681	0.00
37	SPENCER VALLEY ELEMENTARY			Did not submit current year J90						32	
37	SWEETWATER UNION HIGH	1,740.70	33,193	BA NC	58,566	9	74,461	56,885	184	36,309	0.00
37	VALLECITOS ELEMENTARY			Did not submit current year J90						236	
37	VALLEY CENTER-PAUMA UNIFIED	256.00	33,686	BA NC	59,017	7	73,026	63,329	184	4,268	1.00
37	VISTA UNIFIED	1,223.00	30,869	BA NC	58,037	11	69,822	56,182	185	26,365	0.00
37	WARNER UNIFIED			Did not submit current year J90						293	
38	SAN FRANCISCO CO. OFFICE OF ED.			Single District County - Salary schedule same as district						N/A	
38	SAN FRANCISCO UNIFIED	3,718.00	40,310	BA+30	53,843	12	70,407	55,213	184	50,731	0.00
39	SAN JOAQUIN COUNTY OFFICE OF ED.	177.75	34,910	BA+15	48,220	28	67,855	51,770	182	491	1.00
39	BANTA ELEMENTARY	14.00	32,905	BA NC	47,975	24	61,702	49,927	183	261	3.00
39	ESCALON UNIFIED	158.30	33,171	BA NC	52,797	13	67,000	50,941	182	3,032	0.00
39	HOLT UNION ELEMENTARY	9.60	27,314	NC	41,529	12	58,295	52,005	185	148	0.00
39	JEFFERSON ELEMENTARY	96.00	32,641	BA NC	46,121	13	64,118	52,381	182	1,808	0.00
39	LAMMERSVILLE ELEMENTARY	21.05	32,926	NC	45,135	20	61,573	49,946	184	362	1.00
39	LINCOLN UNIFIED	484.66	36,465	BA	50,979	10	68,850	51,816	183	8,454	0.00
39	LINDEN UNIFIED	133.00	32,000	BA	48,348	11	62,548	49,336	183	2,351	0.00
39	LODI UNIFIED	1,508.95	32,640	NC	56,213	20	70,482	51,853	166	26,295	2.00
39	MANTECA UNIFIED	1,116.00	36,720	BA+15	50,733	16	71,184	52,432	183	21,429	0.00
39	NEW HOPE ELEMENTARY	14.75	30,126	BA NC	40,047	17	51,898	44,366	184	229	0.00
39	NEW JERUSALEM ELEMENTARY	25.00	30,847	BA NC	45,801	30	68,400	47,002	184	537	1.00

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CO	DISTRICT NAME	TOTAL SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
39	OAK VIEW UNION ELEMENTARY	20.10	34,000	I	48,055	8	67,209	51,620	184	353	0.00
39	RIPON UNIFIED	141.50	34,785	BA+12	54,622	20	67,843	50,624	187	2,736	0.00
39	STOCKTON CITY UNIFIED	2,040.90	37,224	NC	53,213	17	71,341	56,628	185	36,361	1.00
39	TRACY JOINT UNIFIED	797.86	37,883	BA NC	49,899	1	70,010	53,018	183	14,991	0.00
40	SAN LUIS OBISPO CO. OFFICE OF ED.	84.88	30,005	EC/I	48,241	11	62,122	51,826	186	N/A	0.00
40	ATASCADERO UNIFIED	291.58	29,000	NC	52,456	9	63,689	50,158	185	5,178	0.00
40	CAYUCOS ELEMENTARY		Did not submit current year J90							212	
40	COAST UNIFIED	52.17	32,174	BA	58,605	6	67,029	54,026	183	891	0.00
40	LUCIA MAR UNIFIED	561.72	34,680	BA	52,362	8	66,732	49,673	183	10,318	0.00
40	PASO ROBLES JOINT UNIFIED	367.58	34,714	BA	53,526	8	65,511	50,967	187	6,396	0.00
40	PLEASANT VALLEY JOINT UNION ELEM.	7.40	34,000	BA	40,716	7	67,500	45,000	184	136	2.50
40	SAN LUIS COASTAL UNIFIED	400.83	36,500	BA	57,153	11	67,000	53,000	183	7,295	2.90
40	SAN MIGUEL JOINT UNION ELEMENTARY	22.15	34,000	BA	51,823	5	64,430	52,492	184	366	0.00
40	SHANDON JOINT UNIFIED	21.00	32,957	BA	47,761	1	63,731	50,858	184	320	1.07
40	TEMPLETON UNIFIED	125.63	36,471	BA	54,322	7	66,088	48,987	186	2,539	0.00
41	SAN MATEO COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
41	BAYSHORE ELEMENTARY	21.90	37,696	BA+30	60,728	27	71,228	56,637	185	410	1.30
41	BELMONT ELEMENTARY	132.54	33,508	BA	62,011	10	80,120	62,031	186	2,388	5.90
41	BRISBANE ELEMENTARY	36.77	38,019	BA	54,968	12	71,700	58,166	185	626	1.00
41	BURLINGAME ELEMENTARY	129.11	36,051	NC	56,001	8	72,204	60,056	182	2,304	1.00
41	CABRILLO UNIFIED	178.46	39,187	BA	56,730	7	71,098	57,049	187	3,441	0.00
41	HILLSBOROUGH CITY ELEMENTARY	95.26	42,216	BA	67,832	7	86,292	70,737	186	1,325	6.50
41	JEFFERSON ELEMENTARY	332.00	41,062	BA+59	55,403	9	72,265	56,022	182	6,332	0.00
41	JEFFERSON UNION HIGH	262.44	40,221	BA+30	54,959	12	68,732	55,779	182	5,007	0.00
41	LA HONDA-PESCADERO UNIFIED		Did not submit current year J90							359	
41	LAGUNA SALADA UNION ELEMENTARY	165.00	32,960	NC	52,681	26	67,724	52,421	184	3,049	0.00
41	LAS LOMITAS ELEMENTARY	68.44	44,830	SLS	76,306	NR	95,596	86,863	185	904	1.60
41	MENLO PARK CITY ELEMENTARY	125.93	42,956	BA	69,753	14	85,191	69,546	186	1,787	4.00
41	MILLBRAE ELEMENTARY	103.10	36,936	BA+30	54,685	6	71,146	55,247	182	2,046	0.00
41	PORTOLA VALLEY ELEMENTARY	51.31	44,216	BA<45	70,702	12	92,073	61,382	186	611	3.50
41	RAVENSWOOD CITY ELEMENTARY	185.00	37,243	BA	50,477	9	69,334	53,867	183	3,112	4.00
41	REDWOOD CITY ELEMENTARY	511.00	36,296	BA NC	54,322	2	70,637	55,531	185	7,689	0.00
41	SAN BRUNO PARK ELEMENTARY	133.12	36,901	BA	51,891	5	70,998	53,306	185	2,606	0.81
41	SAN CARLOS ELEMENTARY	123.11	34,779	BA+15	54,903	11	73,008	56,823	184	2,532	2.00
41	SAN MATEO UNION HIGH	441.30	45,619	BA	70,573	12	84,978	72,146	183	8,039	0.00
41	SAN MATEO-FOSTER CITY ELEMENTARY	540.21	37,761	BA<30	55,411	11	70,174	56,098	186	9,736	1.00
41	SEQUOIA UNION HIGH	408.50	45,447	BA	67,867	12	84,527	69,510	187	7,225	1.80
41	SOUTH SAN FRANCISCO UNIFIED	457.05	40,003	BA+30	54,757	12	72,046	55,900	186	9,048	0.00
41	WOODSIDE ELEMENTARY	36.30	41,616	BA<49	64,054	12	83,232	60,375	183	382	3.00

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		SCHEDULE F-T-E	SALARY OFFERED	SALARY HEADING	PAID	STEP	SALARY OFFERED				
42	SANTA BARBARA CO. OFFICE OF ED.	169.63	34,340	BA	58,052	9	67,133	58,152	183	N/A	1.00
42	BALLARD ELEMENTARY	7.00	34,578	BA+CR	53,575	6	68,117	58,572	182	126	3.00
42	BLOCHMAN UNION ELEMENTARY	5.00	34,680	BA+30	39,527	6	52,532	46,381	182	79	0.00
42	BUELLTON UNION ELEMENTARY	32.62	34,000	BA+CR	51,600	6	73,590	60,068	183	605	0.00
42	CARPINTERIA UNIFIED	131.40	34,000	BA+30	52,500	6	61,856	52,481	185	2,794	0.00
42	CASMALIA ELEMENTARY	Did not submit current year J90								28	
42	COLD SPRING ELEMENTARY	11.10	36,182	BA+30	61,000	6	76,948	59,554	186	186	4.00
42	COLLEGE ELEMENTARY	17.00	36,351	BA	61,325	6	66,814	55,022	185	483	0.00
42	CUYAMA JOINT UNIFIED	21.00	28,000	NC	41,969	5	59,376	52,563	183	300	1.00
42	GOLETA UNION ELEMENTARY	216.60	35,528	BA<45	59,767	7	72,826	61,980	185	3,802	3.25
42	GUADALUPE UNION ELEMENTARY	66.00	35,177	BA	59,533	6	78,039	57,667	186	1,150	0.28
42	HOPE ELEMENTARY	71.00	34,475	BA	59,140	5	77,221	61,990	182	1,370	0.50
42	LOMPOC UNIFIED	600.48	35,001	BA	55,112	7	69,099	57,292	185	10,858	0.00
42	LOS ALAMOS ELEMENTARY	11.60	37,601	BA+44	55,890	5	70,820	51,916	184	222	0.00
42	LOS OLIVOS ELEMENTARY	19.00	32,791	BA NC	51,161	3	66,677	57,209	183	429	1.50
42	MONTECITO UNION ELEMENTARY	29.00	37,358	BA	80,112	37	91,182	70,231	180	395	3.00
42	ORCUTT UNION ELEMENTARY	226.80	34,413	BA	58,622	25	73,386	55,082	185	4,769	0.00
42	SANTA BARBARA ELEMENTARY	321.30	37,397	BA<45	56,231	8	67,040	59,164	185	4,765	0.00
42	SANTA BARBARA HIGH	513.30	37,397	BA<45	54,519	8	67,040	59,164	185	9,900	0.00
42	SANTA MARIA JOINT UNION HIGH	269.71	34,494	BA	62,777	6	74,911	62,566	187	6,021	0.00
42	SANTA MARIA-BONITA ELEMENTARY	604.80	35,933	NC	58,962	6	75,902	63,168	177	11,794	1.00
42	SANTA YNEZ VALLEY UNION HIGH	58.00	37,414	BA	60,497	4	73,234	57,622	181	1,049	0.00
42	SOLVANG ELEMENTARY	31.00	35,653	BA+30	53,577	5	69,011	51,856	182	632	0.00
42	VISTA DEL MAR UNION ELEMENTARY	10.00	33,222	BA+30	46,732	7	66,444	47,618	185	64	1.60
43	SANTA CLARA COUNTY OFFICE OF ED.	288.22	36,073	BA	60,690	18	72,483	59,844	185	N/A	0.00
43	ALUM ROCK UNION ELEMENTARY	722.10	40,942	BA	57,319	11	74,397	63,739	182	13,173	0.00
43	BERRYESSA UNION ELEMENTARY	404.09	41,040	BA<30	60,481	19	77,956	60,091	183	8,269	0.00
43	CAMBRIAN ELEMENTARY	141.54	44,321	BA+30	57,376	16	75,564	62,121	185	2,689	0.00
43	CAMPBELL UNION ELEMENTARY	382.00	41,079	NC	57,836	11	75,535	61,497	185	7,120	0.00
43	CAMPBELL UNION HIGH	314.00	36,658	BA<30	58,604	12	77,808	61,618	182	7,007	2.87
43	CUPERTINO UNION ELEMENTARY	757.82	42,921	EC	57,371	11	81,390	63,091	187	15,767	0.00
43	EAST SIDE UNION HIGH	1,201.90	41,151	BA	66,046	9	83,384	67,570	182	22,671	0.00
43	EVERGREEN ELEMENTARY	629.90	41,371	BA	60,438	6	78,513	66,946	184	12,719	0.00
43	FRANKLIN-MCKINLEY ELEMENTARY	513.40	35,687	BA	61,184	37	73,202	61,692	184	9,459	1.00
43	FREMONT UNION HIGH	443.82	43,315	BA	63,633	28	82,048	67,491	184	9,069	2.48
43	GILROY UNIFIED	455.47	36,758	BA NC	57,393	15	73,205	57,624	186	8,866	0.00
43	LAKESIDE JOINT ELEMENTARY	6.00	36,586	BA	51,116	NR	69,249	57,794	182	104	3.00
43	LOMA PRIETA JOINT ELEMENTARY	Did not submit current year J90								647	
43	LOS ALTOS ELEMENTARY	219.92	41,041	BA+30	64,066	15	79,572	63,471	185	3,957	1.00
43	LOS GATOS UNION ELEMENTARY	139.00	39,418	EC/I	59,716	11	75,509	59,987	184	2,497	2.00

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		SCHEDULE F-T-E	SCHEDULE SALARY HEADING								
43	LOS GATOS-SARATOGA JOINT UNION	141.25	46,704	BA	75,567	13	92,051	71,537	185	2,872	0.00
43	LUTHER BURBANK ELEMENTARY	21.00	39,789	BA NC	52,180	11	80,069	64,902	185	421	4.00
43	MILPITAS UNIFIED	579.00	40,846	BA	60,743	11	76,516	64,287	186	9,230	0.00
43	MONTEBELLO ELEMENTARY		Did not submit current year J90							43	
43	MORELAND ELEMENTARY	241.99	40,028	BA+30	55,465	20	75,992	56,421	185	4,301	0.00
43	MORGAN HILL UNIFIED	420.80	37,740	BA<45	57,293	16	71,400	58,099	183	8,062	0.00
43	MOUNTAIN VIEW-LOS ALTOS UNION	183.64	49,518	BA	76,765	13	93,566	78,796	186	3,317	0.00
43	MOUNTAIN VIEW-WHISMAN ELEMENTARY	222.67	42,485	BA+30	58,257	10	78,395	61,523	187	4,273	0.00
43	MT. PLEASANT ELEMENTARY	152.60	31,000	NC	54,953	11	74,103	58,799	185	2,797	2.00
43	OAK GROVE ELEMENTARY	593.38	38,498	BA	58,636	15	73,922	60,252	187	11,240	0.00
43	ORCHARD ELEMENTARY	42.00	34,000	BA<30	58,143	10	68,624	62,581	185	767	0.00
43	PALO ALTO UNIFIED	671.17	44,268	BA	70,411	12	89,394	70,472	186	9,556	0.00
43	SAN JOSE UNIFIED	1,699.13	37,477	BA NC	57,110	10	75,268	61,930	186	30,392	0.00
43	SANTA CLARA UNIFIED	731.26	36,062	BA	65,274	12	82,942	69,960	186	13,417	0.00
43	SARATOGA UNION ELEMENTARY	121.76	39,487	NC	56,721	12	76,531	60,366	186	2,355	2.00
43	SUNNYVALE ELEMENTARY	321.30	36,986	BA/I	57,275	11	78,958	60,892	187	5,791	0.00
43	UNION ELEMENTARY	235.15	36,808	BA NC	58,753	15	75,235	59,478	185	4,401	-1.17
44	SANTA CRUZ COUNTY OFFICE OF ED.	64.89	33,176	NC	53,510	25	69,280	51,795	185	N/A	1.01
44	BONNY DOON ELEMENTARY	7.00	31,506	BA	56,138	1	63,527	47,372	187	137	1.00
44	HAPPY VALLEY ELEMENTARY	9.47	28,813	BA	48,803	6	58,917	47,759	182	137	0.00
44	LIVE OAK ELEMENTARY	110.10	34,534	I	51,508	9	66,169	49,203	186	1,885	1.00
44	MOUNTAIN ELEMENTARY		Did not submit current year J90							156	
44	PACIFIC ELEMENTARY		Did not submit current year J90							80	
44	PAJARO VALLEY JOINT UNIFIED	1,177.06	28,996	EC	49,029	11	66,988	49,768	181	18,258	4.50
44	SAN LORENZO VALLEY UNIFIED	170.70	29,977	BA	53,455	13	69,313	50,074	186	3,387	0.00
44	SANTA CRUZ CITY SCHOOLS	391.66	31,826	BA NC	53,265	13	66,667	50,104	187	7,128	1.00
44	SCOTTS VALLEY UNIFIED	137.42	33,641	NC	49,643	9	63,963	49,728	184	2,668	0.00
44	SOQUEL ELEMENTARY	109.00	29,044	BA	54,494	9	66,510	49,665	186	1,922	0.00
45	SHASTA COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
45	ANDERSON UNION HIGH	113.34	34,578	BA+15	55,566	6	72,476	54,065	185	2,122	0.00
45	BELLA VISTA ELEMENTARY	27.00	36,500	BA+30	48,280	20	61,305	47,891	185	428	6.25
45	BLACK BUTTE UNION ELEMENTARY	20.00	34,740	BA	47,521	7	52,483	43,479	186	311	1.50
45	CASCADE UNION ELEMENTARY	87.40	35,527	BA+30	48,023	10	58,885	47,120	185	1,468	1.30
45	CASTLE ROCK UNION ELEMENTARY		Did not submit current year J90							59	
45	COLUMBIA ELEMENTARY	46.80	34,000	BA+30	50,507	10	62,164	48,371	186	932	0.00
45	COTTONWOOD UNION ELEMENTARY	65.00	34,000	BA+30	50,178	6	60,260	48,948	186	1,166	0.00
45	ENTERPRISE ELEMENTARY	201.33	34,000	BA+CR	50,759	9	63,037	51,691	184	3,479	0.00
45	FALL RIVER JOINT UNIFIED	78.50	34,000	BA+30	46,283	12	59,995	44,403	183	1,288	2.30
45	FRENCH GULCH-WHISKEYTOWN ELEM.		Did not submit current year J90							31	

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	LOWEST SCHEDULE SALARY HEADING	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
45	GATEWAY UNIFIED	187.04	34,000	BA<30	51,293	12	65,667	48,517	185	3,133	0.00
45	GRANT ELEMENTARY	27.52	37,220	BA+24	54,563	10	61,689	51,526	185	514	0.00
45	HAPPY VALLEY UNION ELEMENTARY	33.72	34,000	BA+CR	47,846	19	56,292	45,855	185	589	0.00
45	IGO, ONO, PLATINA UNION ELEM.	5.50	35,596	BA+CR	43,921	7	47,564	40,570	186	117	0.00
45	INDIAN SPRINGS ELEMENTARY			Did not submit current year J90						28	
45	JUNCTION ELEMENTARY	28.32	34,340	BA+30	51,642	6	60,000	45,450	185	445	0.00
45	MILLVILLE ELEMENTARY	10.00	35,360	BA+CR	39,728	5	46,800	46,800	185	205	0.00
45	MOUNTAIN UNION ELEMENTARY			Did not submit current year J90						87	
45	NORTH COW CREEK ELEMENTARY	17.80	36,175	BA+30	49,606	5	59,070	48,163	186	294	1.00
45	OAK RUN ELEMENTARY			Did not submit current year J90						50	
45	PACHECO UNION ELEMENTARY	36.50	34,884	BA+30	51,913	28	60,682	46,444	184	715	0.00
45	REDDING ELEMENTARY	171.20	36,526	BA+CR	54,126	16	67,111	52,229	184	3,806	0.00
45	SHASTA UNION ELEMENTARY	7.47	34,000	BA+CR	44,092	16	55,710	47,458	184	169	0.00
45	SHASTA UNION HIGH	240.00	35,122	BA	54,908	7	70,401	54,164	186	4,923	0.00
45	WHITMORE UNION ELEMENTARY			Did not submit current year J90						21	
46	SIERRA COUNTY OFFICE OF ED.			Did not submit current year J90						N/A	
46	SIERRA-PLUMAS JOINT UNIFIED	43.00	29,227	BA NC	47,828	8	59,997	44,611	182	605	0.00
47	SISKIYOU COUNTY OFFICE OF ED.	34.64	27,300	BA NC	44,965	10	47,715	45,649	182	N/A	1.00
47	BIG SPRINGS UNION ELEMENTARY			Did not submit current year J90						139	
47	BOGUS ELEMENTARY			Did not submit current year J90						10	
47	BUTTE VALLEY UNIFIED			Did not submit current year J90						285	
47	BUTTEVILLE UNION ELEMENTARY			Did not submit current year J90						109	
47	DELPHIC ELEMENTARY			Did not submit current year J90						37	
47	DUNSMUIR ELEMENTARY	12.70	34,476	BA+30	45,512	6	51,323	47,027	182	199	0.00
47	DUNSMUIR JOINT UNION HIGH	11.72	35,360	BA+30	44,611	6	51,488	48,151	182	116	0.00
47	ETNA UNION ELEMENTARY	16.50	34,903	BA+30	50,596	6	57,499	47,597	183	177	1.00
47	ETNA UNION HIGH			Did not submit current year J90						357	
47	FORKS OF SALMON ELEMENTARY			Did not submit current year J90						10	
47	FORT JONES UNION ELEMENTARY			Did not submit current year J90						115	
47	GAZELLE UNION ELEMENTARY	3.00	34,000	BA+30	35,909	1	40,750	38,335	182	48	0.00
47	GRENADE ELEMENTARY	9.00	35,527	BA+30	41,148	5	50,895	42,332	185	130	0.00
47	HAPPY CAMP UNION ELEMENTARY	8.00	34,557	BA+30	41,583	6	49,826	42,455	183	139	0.00
47	HORNBROOK ELEMENTARY			Did not submit current year J90						48	
47	JUNCTION ELEMENTARY			Did not submit current year J90						29	
47	KLAMATH RIVER UNION ELEMENTARY	3.00	34,680	BA+30	46,503	5	54,298	43,206	183	27	0.00
47	LITTLE SHASTA ELEMENTARY			Did not submit current year J90						21	
47	MCLOUD UNION ELEMENTARY			Did not submit current year J90						104	
47	MONTAGUE ELEMENTARY			Did not submit current year J90						186	
47	MT. SHASTA UNION ELEMENTARY	38.00	34,000	BA+30	50,482	6	55,014	47,877	181	688	0.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	AVERAGE SCHEDULE SALARY HEADING	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
47	QUARTZ VALLEY ELEMENTARY	Did not submit current year J90								55	
47	SEIAD ELEMENTARY	1.90	28,516	BA+30	49,172	6	50,488	43,620	179	29	0.00
47	SISKIYOU UNION HIGH	58.00	37,464	BA+30	47,713	5	62,089	45,170	184	753	0.00
47	WEED UNION ELEMENTARY	25.18	24,174	BA NC	48,230	6	49,106	46,163	183	390	0.00
47	WILLOW CREEK ELEMENTARY	Did not submit current year J90								55	
47	YREKA UNION ELEMENTARY	62.25	34,340	BA+CR	46,818	11	56,771	48,422	184	1,009	0.00
47	YREKA UNION HIGH	43.33	34,680	BA+30	52,962	7	61,471	50,259	185	788	2.00
48	SOLANO COUNTY OFFICE OF ED.	Did not submit current year J90								N/A	
48	BENICIA UNIFIED	296.00	32,227	BA NC	55,880	25	65,686	52,110	182	5,121	0.00
48	DIXON UNIFIED	207.40	32,889	BA/I	53,742	13	65,495	50,101	184	3,670	0.00
48	FAIRFIELD-SUISUN UNIFIED	1,192.40	33,603	BA NC	53,138	8	67,588	53,905	185	21,779	1.00
48	TRAVIS UNIFIED	289.92	31,998	BA NC	56,721	12	66,937	50,900	183	5,152	0.00
48	VACAVILLE UNIFIED	621.55	31,350	BA NC	52,798	12	67,127	50,003	184	13,729	0.00
48	VALLEJO CITY UNIFIED	1,169.00	35,738	BA NC	55,964	23	68,528	52,876	183	16,969	0.00
49	SONOMA COUNTY OFFICE OF ED.	Did not submit current year J90								N/A	
49	ALEXANDER VALLEY UNION ELEMENTARY	6.80	38,998	BA	60,514	6	67,916	50,780	186	81	4.00
49	BELLEVUE UNION ELEMENTARY	95.23	32,101	BA	52,405	6	68,265	50,377	183	1,599	0.00
49	BENNETT VALLEY UNION ELEMENTARY	47.50	37,249	BA+30	49,871	5	62,966	49,038	186	908	2.06
49	CINNABAR ELEMENTARY	13.00	36,022	BA+30	53,379	6	66,647	51,322	186	258	0.00
49	CLOVERDALE UNIFIED	82.40	35,547	BA+30	53,748	11	64,357	53,829	185	1,475	0.00
49	COTATI-ROHNERT PARK UNIFIED	383.62	36,108	BA	55,240	11	66,783	51,109	182	7,129	1.00
49	DUNHAM ELEMENTARY	9.39	35,000	BA+30	46,686	6	58,564	47,564	183	169	0.00
49	FORESTVILLE UNION ELEMENTARY	49.96	40,811	BA+30	52,956	6	65,701	52,638	183	576	0.00
49	FORT ROSS ELEMENTARY	Did not submit current year J90								54	
49	GEYSERVILLE UNIFIED	Did not submit current year J90								248	
49	GRAVENSTEIN UNION ELEMENTARY	27.00	34,000	BA+30	49,914	5	59,918	44,580	183	487	1.00
49	GUERNVILLE ELEMENTARY	19.15	34,680	BA+15	55,298	8	61,041	47,945	182	356	0.00
49	HARMONY UNION ELEMENTARY	17.22	35,535	BA	55,348	6	62,454	50,296	183	304	0.00
49	HEALDSBURG UNIFIED	133.93	37,028	BA+30	55,268	10	64,786	49,541	183	2,537	0.00
49	HORICON ELEMENTARY	6.20	34,687	BA+30	50,422	7	54,940	40,474	183	54	0.00
49	KASHIA ELEMENTARY	Did not submit current year J90								8	
49	KENWOOD ELEMENTARY	Did not submit current year J90								107	
49	LIBERTY ELEMENTARY	Did not submit current year J90								191	
49	MARK WEST UNION ELEMENTARY	85.00	37,491	BA+30	55,975	6	69,997	54,433	184	1,546	1.00
49	MONTE RIO UNION ELEMENTARY	Did not submit current year J90								124	
49	MONTGOMERY ELEMENTARY	4.80	34,680	BA+40	44,859	6	51,000	41,310	181	63	0.00
49	OAK GROVE UNION ELEMENTARY	28.38	32,188	EC	49,534	6	66,424	48,180	185	608	0.00
49	OLD ADOBE UNION ELEMENTARY	98.90	37,038	BA+30	58,027	7	64,707	58,086	185	1,877	0.00
49	PETALUMA CITY SCHOOLS	420.00	35,904	BA	54,571	11	66,852	55,227	185	7,272	2.00

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CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SALARY OFFERED	AVERAGE SCHEDULE SALARY PAID	HIGHEST ENTRY LEVEL STEP	HIGHEST SCHEDULE SALARY OFFERED	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE F-T-E	SCHEDULE OFFERED	SALARY HEADING	PAID	STEP	OFFERED	60 OFFERED	P-2 ADA		
49	PINER-OLIVET UNION ELEMENTARY	80.93	37,811	BA+30	55,330	6	76,866	52,759	183	1,457	0.00
49	RINCON VALLEY UNION ELEMENTARY	145.50	38,532	BA+30	54,223	6	66,638	52,642	186	2,633	0.00
49	ROSELAND ELEMENTARY	78.85	35,071	BA	47,834	10	68,853	55,340	185	1,422	1.00
49	SANTA ROSA CITY SCHOOLS	918.10	37,485	BA	59,659	11	72,760	56,910	183	16,133	0.00
49	SEBASTOPOL UNION ELEMENTARY	54.52	32,135	BA	55,737	7	63,656	51,648	186	1,043	0.00
49	SONOMA VALLEY UNIFIED	232.70	33,421	BA+15	55,495	9	65,552	52,431	185	4,458	1.01
49	TWIN HILLS UNION ELEMENTARY	57.00	34,665	BA+CR	49,720	6	63,223	48,928	183	989	0.00
49	TWO ROCK UNION ELEMENTARY	13.20	35,713	BA<30	51,417	5	59,373	45,870	186	151	0.00
49	WAUGH ELEMENTARY	43.00	36,797	BA+30	52,487	6	64,268	53,730	186	830	1.00
49	WEST SIDE UNION ELEMENTARY	7.60	36,414	BA+30	47,080	6	57,352	46,374	188	147	2.00
49	WEST SONOMA COUNTY UNION HIGH	142.50	35,393	NC	57,363	9	68,009	53,596	183	2,451	0.00
49	WILMAR UNION ELEMENTARY	Did not submit current year J90								199	
49	WINDSOR UNIFIED	252.00	39,214	BA<30	54,384	10	69,040	55,161	186	4,440	0.00
49	WRIGHT ELEMENTARY	73.15	36,712	BA+30	56,263	6	65,908	52,453	183	1,309	0.00
50	STANISLAUS COUNTY OFFICE OF ED.	162.01	34,057	BA	58,274	10	74,815	56,190	182	N/A	2.00
50	CERES UNIFIED	483.69	37,716	BA+24	60,015	14	78,225	56,044	186	9,280	0.70
50	CHATOM UNION ELEMENTARY	36.20	32,518	EC/I	53,189	8	68,221	52,321	183	627	1.00
50	DENAIR UNIFIED	65.27	32,177	BA+12	52,206	11	66,346	50,879	182	1,301	0.00
50	EMPIRE UNION ELEMENTARY	204.10	36,848	BA+12	59,928	6	73,588	58,558	182	3,829	2.00
50	GRATTON ELEMENTARY	Did not submit current year J90								102	
50	HART-RANSOM UNION ELEMENTARY	45.73	36,062	BA+12	53,406	7	66,718	52,961	184	928	0.00
50	HICKMAN ELEMENTARY	47.00	39,532	BA+30	54,421	12	73,194	53,004	184	1,046	0.00
50	HUGHSON UNIFIED	103.04	34,315	I	53,031	26	66,925	52,989	183	1,923	2.25
50	KEYES UNION ELEMENTARY	Did not submit current year J90								753	
50	KNIGHTS FERRY ELEMENTARY	7.50	34,784	BA+CR	47,671	6	64,708	48,149	181	136	3.00
50	LA GRANGE ELEMENTARY	Did not submit current year J90								37	
50	MODESTO CITY SCHOOLS	1,659.50	46,229	BA+12	68,968	8	84,232	65,851	185	31,779	1.00
50	NEWMAN-CROWS LANDING UNIFIED	119.50	35,330	BA	49,951	14	68,658	53,549	181	2,131	1.00
50	OAKDALE UNIFIED	225.14	34,557	BA	56,128	13	71,573	55,522	181	4,621	0.00
50	PARADISE ELEMENTARY	Did not submit current year J90								126	
50	PATTERSON JOINT UNIFIED	223.46	34,961	BA NC	49,612	14	70,185	54,889	183	3,932	2.00
50	RIVERBANK UNIFIED	160.64	35,573	<BA	53,504	25	70,244	55,254	183	2,941	1.00
50	ROBERTS FERRY UNION ELEMENTARY	Did not submit current year J90								103	
50	SALIDA UNION ELEMENTARY	176.30	37,158	BA+12	53,720	15	69,186	56,573	183	3,324	0.00
50	SHILOH ELEMENTARY	6.00	36,993	BA+15	51,402	5	62,406	49,765	182	134	1.00
50	STANISLAUS UNION ELEMENTARY	159.00	35,552	BA	57,241	7	67,786	56,918	183	3,146	0.00
50	SYLVAN UNION ELEMENTARY	494.53	36,108	NC/I	57,516	8	72,603	56,358	182	7,404	1.00
50	TURLOCK JOINT ELEMENTARY	464.91	39,961	BA<45	59,781	15	74,620	56,306	181	8,525	0.00
50	TURLOCK JOINT UNION HIGH	208.30	38,847	BA<45	60,013	15	74,854	54,736	181	4,278	0.00
50	VALLEY HOME JOINT ELEMENTARY	Did not submit current year J90								155	

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50	WATERFORD UNIFIED	98.70	37,148	BA+24	51,073	7	67,254	55,892	185	1,812	0.00
51	SUTTER COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
51	BRITTAN ELEMENTARY	29.00	31,023	EC	48,488	6	65,455	46,648	182	569	0.00
51	BROWNS ELEMENTARY	8.00	30,116	BA NC	38,905	4	52,985	49,711	185	146	2.00
51	EAST NICOLAUS JOINT UNION HIGH		Did not submit current year J90							287	
51	FRANKLIN ELEMENTARY		Did not submit current year J90							405	
51	LIVE OAK UNIFIED	92.83	34,340	BA	49,971	12	63,631	48,615	186	1,774	1.00
51	MARCUM-ILLINOIS UNION ELEMENTARY	13.00	30,000	BA NC	49,246	30	60,000	38,750	183	147	0.00
51	MERIDIAN ELEMENTARY	3.00	23,929	EC	40,610	20	48,815	42,062	183	76	0.00
51	NUESTRO ELEMENTARY		Did not submit current year J90							109	
51	PLEASANT GROVE JOINT UNION ELEM.		Did not submit current year J90							168	
51	SUTTER UNION HIGH	33.67	36,706	BA	47,422	8	60,774	52,073	185	750	2.00
51	WINSHIP ELEMENTARY	3.00	34,000	BA+30	36,380	1	48,280	42,330	185	39	0.00
51	YUBA CITY UNIFIED	612.12	33,079	EC	51,319	13	67,350	52,317	185	10,834	1.25
52	TEHAMA COUNTY OFFICE OF ED.		Did not submit current year J90							N/A	
52	ANTELOPE ELEMENTARY	39.00	36,022	BA+30	48,342	10	63,600	47,073	185	619	0.00
52	BEND ELEMENTARY		Did not submit current year J90							71	
52	CORNING UNION ELEMENTARY	101.00	34,340	BA	49,914	6	65,423	44,282	183	1,877	0.00
52	CORNING UNION HIGH	60.50	34,850	BA+30	47,559	2	60,377	45,381	182	945	0.00
52	ELKINS ELEMENTARY		Did not submit current year J90							27	
52	EVERGREEN UNION ELEMENTARY	47.01	33,775	NC	49,431	4	57,699	49,520	183	873	0.00
52	FLOURNOY UNION ELEMENTARY		Did not submit current year J90							34	
52	GERBER UNION ELEMENTARY	26.00	34,000	BA+30	50,607	11	61,758	45,823	184	472	0.00
52	KIRKWOOD ELEMENTARY	2.00	23,650	BA+30	47,460	NR	55,986	37,822	182	23	0.00
52	LASSEN VIEW UNION ELEMENTARY	16.50	34,000	BA<45	55,157	6	63,988	47,569	185	298	0.00
52	LOS MOLINOS UNIFIED		Did not submit current year J90							565	
52	MANTON JOINT UNION ELEMENTARY		Did not submit current year J90							42	
52	MINERAL ELEMENTARY		Did not submit current year J90							8	
52	PLUM VALLEY ELEMENTARY		Did not submit current year J90							37	
52	RED BLUFF UNION ELEMENTARY	114.00	34,000	BA+42	51,662	5	63,219	45,914	184	2,149	0.00
52	RED BLUFF UNION HIGH	100.60	34,349	PR	54,204	10	64,507	53,693	185	1,793	0.00
52	REEDS CREEK ELEMENTARY		Did not submit current year J90							135	
52	RICHFIELD ELEMENTARY	9.98	34,000	BA+30	44,916	6	62,000	44,844	183	197	0.00
53	TRINITY COUNTY OFFICE OF ED.	16.00	31,509	BA	55,180	8	63,021	50,730	184	N/A	0.00
53	BURNT RANCH ELEMENTARY		Did not submit current year J90							83	
53	COFFEE CREEK ELEMENTARY		Did not submit current year J90							14	
53	COX BAR ELEMENTARY	2.00	26,483	BA	41,524	5	47,616	44,544	185	25	0.00
53	DOUGLAS CITY ELEMENTARY	7.63	29,710	BA	48,532	6	55,009	47,832	185	122	0.00

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53	JUNCTION CITY ELEMENTARY		Did not submit current year J90							52	
53	LEWISTON ELEMENTARY	7.80	36,067	BA	39,804	6	54,366	44,660	182	134	0.00
53	MOUNTAIN VALLEY UNIFIED	31.16	30,599	BA+30	48,721	8	61,198	46,816	183	410	0.00
53	SOUTHERN TRINITY JOINT UNIFIED	14.00	26,973	BA	48,395	6	55,366	47,497	185	158	0.00
53	TRINITY CENTER ELEMENTARY		Did not submit current year J90							37	
53	TRINITY UNION HIGH	27.80	35,316	BA+30	56,983	6	69,922	53,527	180	425	0.00
53	WEAVERVILLE ELEMENTARY	26.27	29,980	NC	48,234	10	59,887	49,739	187	432	1.00
54	TULARE COUNTY OFFICE OF ED.	192.05	37,747	BA	61,851	11	73,037	62,225	185	N/A	1.00
54	ALLENSWORTH ELEMENTARY		Did not submit current year J90							88	
54	ALPAUGH UNIFIED		Did not submit current year J90							249	
54	ALTA VISTA ELEMENTARY	24.00	34,680	BA	49,177	4	66,356	53,380	187	494	0.00
54	BUENA VISTA ELEMENTARY	9.00	34,000	BA	41,052	3	55,650	47,850	184	165	0.00
54	BURTON ELEMENTARY	139.00	36,026	BA+30	51,146	20	64,063	50,182	184	2,740	0.00
54	CITRUS SOUTH TULE ELEMENTARY		Did not submit current year J90							56	
54	COLUMBINE ELEMENTARY	10.00	34,432	BA	52,674	10	61,532	53,657	183	196	3.00
54	CUTLER-OROSI JOINT UNIFIED	201.97	34,376	BA+15	52,239	6	66,165	50,487	185	3,825	0.00
54	DINUBA UNIFIED	268.80	35,128	NC	53,404	7	67,332	51,108	182	5,269	0.00
54	DUCOR UNION ELEMENTARY	8.13	35,757	BA+30	54,258	7	62,470	49,391	183	169	0.00
54	EARLIMART ELEMENTARY	86.00	38,000	BA	47,362	10	68,704	47,473	183	1,821	0.00
54	EXETER UNION ELEMENTARY	93.00	37,558	BA	57,693	20	65,881	51,405	185	1,877	0.00
54	EXETER UNION HIGH	48.00	35,647	BA+15	57,789	17	66,366	49,364	185	1,031	0.00
54	FARMERSVILLE UNIFIED	126.70	35,792	BA	54,424	10	65,062	53,876	183	2,310	0.00
54	HOPE ELEMENTARY		Did not submit current year J90							121	
54	HOT SPRINGS ELEMENTARY		Did not submit current year J90							21	
54	KINGS RIVER UNION ELEMENTARY	27.50	32,095	BA+15	48,085	8	63,914	49,143	183	490	0.00
54	LIBERTY ELEMENTARY		Did not submit current year J90							224	
54	LINDSAY UNIFIED	187.20	36,022	BA	50,802	25	70,607	50,847	188	3,417	0.00
54	MONSON-SULTANA JOINT UNION ELEM.	23.00	36,414	BA	47,663	5	60,314	48,036	185	421	0.00
54	OAK VALLEY UNION ELEMENTARY	20.00	35,223	BA	51,293	6	59,526	51,348	185	412	0.00
54	OUTSIDE CREEK ELEMENTARY	4.00	33,632	BA	48,298	30	58,655	45,963	185	128	0.00
54	PALO VERDE UNION ELEMENTARY	22.00	34,645	BA	46,953	12	59,870	52,275	183	486	0.00
54	PIXLEY UNION ELEMENTARY	54.00	39,270	BA	50,793	7	65,752	52,537	188	886	0.00
54	PLEASANT VIEW ELEMENTARY	22.00	35,388	BA	52,440	1	67,666	55,160	181	518	4.00
54	PORTERVILLE UNIFIED	621.45	36,491	BA	59,992	25	71,176	55,117	185	11,763	0.00
54	RICHGROVE ELEMENTARY	42.00	35,613	BA+30	47,774	10	67,664	52,849	185	706	2.00
54	ROCKFORD ELEMENTARY	18.70	33,476	BA	47,380	25	59,774	50,720	184	349	1.00
54	SAUCELITO ELEMENTARY	6.00	30,744	BA	44,757	3	60,625	46,660	182	107	0.00
54	SEQUOIA UNION ELEMENTARY	17.00	32,805	BA	46,983	10	58,975	48,029	185	291	0.00
54	SPRINGVILLE UNION ELEMENTARY	21.00	35,887	EC/I	59,975	25	66,981	50,805	184	431	2.00
54	STONE CORRAL ELEMENTARY	6.00	35,020	BA+30	38,691	3	65,283	42,487	185	136	0.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE	LOWEST SCHEDULE	AVERAGE SCHEDULE	HIGHEST ENTRY LEVEL	HIGHEST SCHEDULE	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE F-T-E	SALARY OFFERED	SALARY HEADING	PAID	STEP	SALARY OFFERED				
54	STRATHMORE UNION ELEMENTARY	41.00	31,235	BA	47,487	30	63,132	47,870	185	756	0.00
54	STRATHMORE UNION HIGH	20.00	35,223	BA	48,262	30	61,747	45,495	183	392	0.00
54	SUNDALE UNION ELEMENTARY	30.20	39,017	BA+12	49,178	5	63,829	54,092	185	592	6.00
54	SUNNYSIDE UNION ELEMENTARY	23.00	32,827	BA+EC	46,617	1	58,547	48,025	183	395	0.00
54	TERRA BELLA UNION ELEMENTARY	46.00	30,466	BA NC	48,559	7	58,424	48,375	184	827	1.00
54	THREE RIVERS UNION ELEMENTARY	Did not submit current year J90								172	
54	TIPTON ELEMENTARY	25.00	35,798	BA<36	51,229	10	62,440	48,586	185	506	0.00
54	TRAVER JOINT ELEMENTARY	14.00	36,618	BA+30	48,051	5	58,396	48,595	183	227	1.00
54	TULARE CITY ELEMENTARY	405.80	39,396	BA	59,775	6	71,684	61,242	185	7,703	0.00
54	TULARE JOINT UNION HIGH	178.00	37,995	BA+15	56,839	11	70,000	53,082	185	3,882	0.00
54	VISALIA UNIFIED	1,219.77	35,852	BA+EC	56,687	8	68,096	53,627	185	23,673	0.00
54	WAUKENA JOINT UNION ELEMENTARY	10.00	30,100	BA	41,185	1	46,984	39,644	185	211	0.00
54	WOODLAKE UNION ELEMENTARY	79.60	34,587	BA+30	54,898	7	63,067	50,482	185	1,545	0.00
54	WOODLAKE UNION HIGH	34.66	36,677	BA+30	52,985	3	65,910	51,346	185	757	2.00
54	WOODVILLE ELEMENTARY	36.00	35,114	BA+30	47,180	27	62,358	49,317	183	582	2.00
55	TUOLUMNE COUNTY OFFICE OF ED.	24.80	33,961	BA+15	52,576	8	63,109	50,362	183	N/A	0.00
55	BELLEVIEW ELEMENTARY	11.40	31,863	BA+CR	55,634	5	73,291	NR	182	181	0.00
55	BIG OAK FLAT-GROVELAND UNIFIED	35.86	37,820	BA+30	49,882	9	62,390	46,291	182	503	3.86
55	CHINESE CAMP ELEMENTARY	2.00	33,757	BA+30	34,380	5	47,572	40,405	182	22	0.00
55	COLUMBIA UNION ELEMENTARY	29.50	33,482	BASE	44,100	7	52,679	43,410	183	512	0.00
55	CURTIS CREEK ELEMENTARY	39.07	34,000	BA	51,003	9	58,046	46,355	182	675	0.00
55	JAMESTOWN ELEMENTARY	29.40	32,000	BA NC	48,534	8	59,776	46,734	185	495	0.00
55	SONORA ELEMENTARY	47.90	35,027	BA	53,994	8	61,517	49,353	185	754	0.00
55	SONORA UNION HIGH	78.74	31,750	CRED	55,322	9	67,909	54,687	183	1,571	0.50
55	SOULSBYVILLE ELEMENTARY	41.00	33,952	BA	51,913	8	60,984	48,698	184	666	0.00
55	SUMMERVILLE ELEMENTARY	24.50	31,290	SLS	46,298	30	50,850	40,419	183	413	1.00
55	SUMMERVILLE UNION HIGH	37.79	35,927	BA+30	55,894	8	61,070	50,990	183	638	0.00
55	TWAIN HARTE-LONG BARN UNION ELEM.	Did not submit current year J90								482	
56	VENTURA COUNTY OFFICE OF ED.	134.73	36,768	BA	54,328	13	73,750	56,475	182	N/A	0.00
56	BRIGGS ELEMENTARY	22.40	34,000	BA	47,450	13	67,870	51,078	186	444	0.00
56	CONEJO VALLEY UNIFIED	1,037.39	36,732	NC	58,419	10	75,687	59,764	182	21,432	0.54
56	FILLMORE UNIFIED	184.20	34,402	BA/CR	55,703	7	72,522	57,491	185	3,698	0.00
56	HUENEME ELEMENTARY	417.24	34,640	BA NC	60,443	5	76,091	66,187	184	8,162	0.00
56	MESA UNION ELEMENTARY	22.80	34,683	BA	55,607	6	66,971	56,104	186	529	0.00
56	MOORPARK UNIFIED	380.90	29,595	EC/I	52,564	7	70,474	54,059	183	7,509	0.00
56	MUPU ELEMENTARY	6.00	30,896	BA	50,705	5	59,381	51,900	182	137	0.00
56	OAK PARK UNIFIED	183.90	36,846	BA	58,605	12	77,915	58,273	185	3,646	0.00
56	OCEAN VIEW ELEMENTARY	136.50	31,404	BA+EC	56,949	8	68,494	57,571	183	2,420	0.00
56	OJAI UNIFIED	179.93	35,957	BA+CR	53,232	6	67,835	55,040	184	3,519	0.00

P-2 ADA includes the charter school ADA if the salary schedule includes the charter school FTE.

Table I

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT

CO	DISTRICT NAME	TOTAL SALARY	LOWEST SCHEDULE F-T-E	LOWEST SCHEDULE OFFERED	AVERAGE SCHEDULE SALARY	HIGHEST ENTRY LEVEL	HIGHEST SCHEDULE SALARY	SALARY AT BCHLR+ 60 STEP 10 OFFERED	NO. OF SRVC DAYS REQD	2003-04 P-2 ADA	% CHG SALARY OVER 02-03
		SCHEDULE HEADING	PAID	STEP	OFFERED	OFFERED	OFFERED	182	186	185	187
56	OXNARD ELEMENTARY	788.35	31,715	BA NC	55,262	11	70,980	58,532	182	15,959	0.00
56	OXNARD UNION HIGH	674.12	38,242	BA+PC	60,932	5	74,253	68,647	186	14,169	0.00
56	PLEASANT VALLEY SCHOOL DISTRICT	349.00	36,985	BA+CR	54,337	7	69,309	57,656	185	6,790	0.00
56	RIO ELEMENTARY	208.45	36,771	BA+CR	52,264	7	73,153	56,741	185	3,877	0.00
56	SANTA CLARA ELEMENTARY	2.00	34,340	BA	46,980	6	62,562	50,914	187	53	0.00
56	SANTA PAULA ELEMENTARY	213.90	37,857	BA	52,670	11	69,773	56,057	184	3,882	0.00
56	SANTA PAULA HIGH	69.00	36,723	BA<30	51,776	6	68,053	54,656	182	1,601	1.50
56	SIMI VALLEY UNIFIED	992.40	37,542	BA	57,282	10	73,421	59,094	185	20,718	0.00
56	SOMIS UNION ELEMENTARY	24.50	32,556	BA	45,642	6	68,357	53,642	183	480	0.00
56	VENTURA UNIFIED	864.81	35,099	BA	53,337	6	70,005	52,550	185	16,862	0.00
57	YOLO COUNTY OFFICE OF ED.	31.59	35,213	BA<30	51,014	11	63,201	48,005	182	N/A	1.00
57	DAVIS JOINT UNIFIED	449.29	32,614	BA	56,464	NR	69,621	49,905	185	8,314	0.00
57	ESPARTO UNIFIED	50.26	26,670	BA NC	44,522	17	56,160	44,931	181	847	1.00
57	WASHINGTON UNIFIED	430.00	30,779	BA NC	48,786	8	67,916	50,423	183	6,457	2.50
57	WINTERS JOINT UNIFIED	109.52	34,264	BA	48,298	9	65,357	47,539	183	1,927	0.00
57	WOODLAND JOINT UNIFIED	569.65	28,000	NC	48,848	13	64,000	49,771	184	9,906	0.00
58	YUBA COUNTY OFFICE OF ED.	50.60	36,816	BA	50,319	25	63,150	48,961	184	373	3.55
58	CAMPTONVILLE ELEMENTARY		Did not submit current year J90							69	
58	MARYSVILLE JOINT UNIFIED	484.50	34,175	CRED	50,483	38	78,580	48,731	185	9,258	0.00
58	PLUMAS ELEMENTARY		Did not submit current year J90							144	
58	WHEATLAND ELEMENTARY		Did not submit current year J90							1,441	
58	WHEATLAND HIGH	40.00	36,132	BA+30	52,601	13	65,738	51,770	181	687	2.50
<hr/> Overall Totals		303,967.70	23,650(1)				95,596(2)	86,863(3)		5,760,075	
<hr/> Total Statewide Averages			35,135		56,444		68,256	53,804	183.99		
<hr/>											

(1) The lowest schedule salary offered by LEAs in 2003-04.

(2) The highest schedule salary offered by LEAs in 2003-04.

(3) The highest BA + 60 step 10 salary offered by LEAs in 2003-04.

Table II

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2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY	TOTAL SALARY	AVERAGE	HIGHEST SCHEDULE	MID POINT	LOWEST SCHEDULE
			SCHED. F-T-E	SCHEDULE COST	SALARY PAID	SALARY OFFERED	SALARY OFFERED	SALARY OFFERED
01 ALAMEDA	COUNTY OFFICE	1	43.30	2,877,651	66,458	82,298	63,064	43,830
	UNIFIED	16	10,968.64	653,066,867	59,539	87,528	59,571	31,613
	COUNTYWIDE TOTALS	17	11,011.94	655,944,518				
02 ALPINE	COUNTYWIDE TOTALS	0	0.00	0				
03 AMADOR	UNIFIED	1	217.09	11,702,617	53,907	67,717	51,694	35,670
	COUNTYWIDE TOTALS	1	217.09	11,702,617				
	ELEMENTARY	5	355.45	18,713,025	52,646	68,436	51,552	34,667
04 BUTTE	HIGH	1	127.00	6,479,005	51,016	67,503	50,852	34,200
	UNIFIED	5	1,227.83	65,092,910	53,015	75,999	52,144	28,289
	COUNTYWIDE TOTALS	11	1,710.28	90,284,940				
05 CALAVERAS	COUNTY OFFICE	1	40.39	1,729,693	42,825	60,043	46,387	32,730
	ELEMENTARY	2	86.43	4,601,120	53,235	68,295	48,335	28,374
	HIGH	1	51.00	2,563,313	50,261	79,377	56,743	34,108
06 COLUSA	UNIFIED	1	188.87	9,675,847	51,230	68,000	51,000	34,000
	COUNTYWIDE TOTALS	5	366.69	18,569,973				
	COUNTYWIDE TOTALS	4	223.98	10,554,089	47,121	62,504	46,367	30,230
07 CONTRA COSTA	UNIFIED	4	223.98	10,554,089				
	ELEMENTARY	8	1,220.77	66,742,002	54,672	74,642	52,702	30,761
	HIGH	2	486.42	28,473,789	58,537	76,184	54,304	32,424
07 CONTRA COSTA	UNIFIED	7	6,605.30	349,021,359	52,840	70,206	51,329	32,451
	COUNTYWIDE TOTALS	17	8,312.49	444,237,150				

Table II

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY	TOTAL SALARY	AVERAGE	HIGHEST SCHEDULE SALARY	MID POINT	LOWEST SCHEDULE SALARY	
			SCHED. F-T-E	SCHEDULE COST	PAID	SALARY OFFERED	SALARY OFFERED	SALARY OFFERED	
08	DEL NORTE	UNIFIED	1	249.27	13,442,316	53,927	61,012	48,027	35,042
		COUNTYWIDE TOTALS	1	249.27	13,442,316				
09	EL DORADO	COUNTY OFFICE	1	58.58	3,166,068	54,047	68,783	51,477	34,170
		ELEMENTARY	10	710.35	36,873,618	51,909	67,599	48,914	30,229
		HIGH	1	334.17	18,207,841	54,487	65,767	50,887	36,006
		UNIFIED	2	348.62	19,703,357	56,518	76,276	53,805	31,334
		COUNTYWIDE TOTALS	14	1,451.72	77,950,884				
10	FRESNO	COUNTY OFFICE	1	198.06	9,978,326	50,380	61,668	48,437	35,205
		ELEMENTARY	7	140.50	6,185,001	44,021	57,976	44,498	31,019
		HIGH	2	111.00	5,165,347	46,535	69,102	50,387	31,672
		UNIFIED	17	8,636.64	470,298,190	54,454	69,894	49,581	29,267
		COUNTYWIDE TOTALS	27	9,086.20	491,626,864				
11	GLENN	COUNTY OFFICE	1	48.45	2,114,772	43,649	63,673	48,837	34,000
		ELEMENTARY	3	30.48	1,459,551	47,886	64,799	48,006	31,213
		UNIFIED	2	139.50	6,894,601	49,424	64,800	48,497	32,193
		COUNTYWIDE TOTALS	6	218.43	10,468,924				
12	HUMBOLDT	COUNTY OFFICE	1	86.15	4,179,457	48,514	56,364	45,696	35,027
		ELEMENTARY	18	348.19	17,561,930	50,438	63,548	44,233	24,917
		HIGH	2	173.00	9,060,631	52,374	63,584	48,343	33,101
		UNIFIED	5	465.82	23,795,605	51,083	61,164	43,543	25,922
		COUNTYWIDE TOTALS	26	1,073.16	54,597,623				

Table II

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHED. F-T-E	TOTAL SALARY SCHEDULE COST	AVERAGE SCHEDULE SALARY PAID	HIGHEST SCHEDULE SALARY OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED	
13	IMPERIAL	ELEMENTARY	9	605.35	35,028,136	57,864	76,700	53,768	30,836
		HIGH	2	263.20	15,669,419	59,534	81,885	57,847	33,808
		UNIFIED	5	801.80	42,374,573	52,849	72,294	52,225	32,156
		COUNTYWIDE TOTALS	16	1,670.35	93,072,128				
14	INYO	COUNTY OFFICE	1	3.00	164,644	54,881	57,579	43,331	29,083
		ELEMENTARY	2	78.36	4,069,046	51,928	69,754	49,490	29,226
		HIGH	1	40.53	2,336,188	57,641	69,634	50,753	31,871
		UNIFIED	3	50.00	2,543,041	50,861	63,558	46,581	29,604
		COUNTYWIDE TOTALS	7	171.89	9,112,919				
15	KERN	COUNTY OFFICE	1	227.00	10,493,869	46,228	57,548	45,279	33,009
		ELEMENTARY	27	4,716.83	248,402,025	52,663	74,492	52,246	30,000
		HIGH	4	1,749.86	91,064,273	52,041	80,001	55,942	31,882
		UNIFIED	8	1,121.92	60,452,901	53,883	78,352	54,006	29,659
		COUNTYWIDE TOTALS	40	7,815.61	410,413,068				
16	KINGS	ELEMENTARY	7	704.25	36,798,031	52,251	75,596	54,693	33,790
		HIGH	2	258.08	13,275,720	51,440	72,716	54,219	35,721
		UNIFIED	2	300.00	15,351,075	51,170	73,518	53,729	33,940
		COUNTYWIDE TOTALS	11	1,262.33	65,424,826				
17	LAKE	ELEMENTARY	2	50.33	2,566,844	51,000	58,968	46,343	33,717
		HIGH	1	22.50	1,052,895	46,795	57,763	45,882	34,000
		UNIFIED	4	484.60	22,749,253	46,944	60,766	44,133	27,500
		COUNTYWIDE TOTALS	7	557.43	26,368,992				

Table II

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY	TOTAL SALARY	AVERAGE	HIGHEST SCHEDULE SALARY	MID POINT SALARY	LOWEST SCHEDULE SALARY	
			SCHED. F-T-E	SCHEDULE COST	PAID	OFFERED	OFFERED	OFFERED	
18	LASSEN	ELEMENTARY	4	123.04	6,553,800	53,266	69,115	48,158	27,200
		HIGH	1	55.53	2,627,227	47,312	68,521	49,075	29,629
		UNIFIED	2	47.32	2,314,327	48,908	61,945	44,951	27,956
		COUNTYWIDE TOTALS	7	225.89	11,495,354				
19	LOS ANGELES	ELEMENTARY	24	7,754.28	444,783,383	57,360	85,188	57,819	30,449
		HIGH	5	3,011.83	170,788,325	56,706	78,631	55,474	32,317
		UNIFIED	43	69,442.65	3,853,301,689	55,489	81,967	57,271	32,575
		COMMON ADMIN.	1	892.37	53,578,898	60,041	86,312	58,875	31,438
		COUNTYWIDE TOTALS	73	81,101.13	4,522,452,295				
20	MADERA	COUNTY OFFICE	1	92.23	4,817,731	52,236	62,674	47,928	33,181
		ELEMENTARY	2	101.78	4,258,827	41,843	55,565	43,283	31,000
		HIGH	1	41.00	1,971,845	48,094	64,374	49,135	33,896
		UNIFIED	1	839.56	44,433,780	52,925	64,333	50,272	36,210
		COUNTYWIDE TOTALS	5	1,074.57	55,482,183				
21	MARIN	ELEMENTARY	11	561.61	32,769,711	58,350	77,849	51,845	25,840
		HIGH	1	226.90	15,264,640	67,275	81,433	62,057	42,680
		UNIFIED	2	436.23	22,206,372	50,905	68,093	51,190	34,287
		COUNTYWIDE TOTALS	14	1,224.74	70,240,723				
22	MARIPOSA	COUNTY OFFICE	1	11.18	556,878	49,810	59,346	46,673	34,000
		UNIFIED	1	139.66	6,964,917	49,871	59,346	43,798	28,250
		COUNTYWIDE TOTALS	2	150.84	7,521,795				

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY	NUMBER OF LEAS	TOTAL SALARY	TOTAL SALARY	AVERAGE	HIGHEST	MID POINT SCHEDULE OFFERED	LOWEST
		SCHED. F-T-E	SCHEDULE COST	SCHEDULE PAID	SALARY OFFERED		SALARY OFFERED
23 MENDOCINO	COUNTY OFFICE	1	54.04	2,606,088	48,225	60,072	47,036
	ELEMENTARY	1	16.97	840,196	49,511	62,154	46,527
	HIGH	1	16.43	710,691	43,256	62,154	46,527
	UNIFIED	7	762.61	38,419,131	50,378	64,913	47,185
	COUNTYWIDE TOTALS	10	850.05	42,576,106			
24 MERCED	COUNTY OFFICE	1	122.39	5,720,086	46,737	65,447	49,252
	ELEMENTARY	13	1,257.18	72,472,449	57,647	75,657	51,724
	HIGH	2	464.57	25,596,712	55,098	71,884	53,406
	UNIFIED	5	871.09	43,144,492	49,529	70,939	51,306
	COUNTYWIDE TOTALS	21	2,715.23	146,933,739			
25 MODOC	COUNTY OFFICE	1	21.00	1,139,661	54,270	67,057	48,963
	UNIFIED	3	104.42	5,299,526	50,752	69,497	51,749
	COUNTYWIDE TOTALS	4	125.42	6,439,187			
26 MONO	UNIFIED	2	112.51	5,752,010	51,124	69,226	49,497
	COUNTYWIDE TOTALS	2	112.51	5,752,010			
27 MONTEREY	COUNTY OFFICE	1	158.15	8,854,831	55,990	71,921	54,820
	ELEMENTARY	6	1,229.80	70,567,671	57,381	79,873	55,699
	HIGH	2	758.45	43,978,878	57,985	94,581	65,108
	UNIFIED	6	1,445.63	82,221,284	56,876	83,145	54,835
	COUNTYWIDE TOTALS	15	3,592.03	205,622,664			
28 NAPA	ELEMENTARY	1	3.00	198,000	66,000	66,000	54,500
	UNIFIED	3	1,005.73	54,958,259	54,645	79,095	58,854
	COUNTYWIDE TOTALS	4	1,008.73	55,156,259			

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY	NUMBER OF LEAs	TOTAL SALARY SCHED. F-T-E	TOTAL SALARY SCHEDULE COST	AVERAGE SCHEDULE SALARY PAID	HIGHEST SCHEDULE SALARY OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
					SALARY OFFERED		
29 NEVADA							
	COUNTY OFFICE	1	21.20	1,177,588	55,547	65,116	50,991
	ELEMENTARY	8	389.06	21,477,094	55,203	68,136	51,726
	HIGH	1	194.00	11,049,029	56,954	66,354	51,104
	COUNTYWIDE TOTALS	10	604.26	33,703,711			
30 ORANGE							
	COUNTY OFFICE	1	510.70	31,259,481	61,209	82,294	57,657
	ELEMENTARY	11	4,770.02	292,518,141	61,324	84,270	59,135
	HIGH	3	2,698.10	177,031,795	65,614	84,667	62,010
	UNIFIED	12	15,686.44	964,832,429	61,507	86,477	58,239
	COUNTYWIDE TOTALS	27	23,665.26	1,465,641,846			
31 PLACER							
	ELEMENTARY	13	1,352.88	71,644,277	52,957	73,260	53,440
	HIGH	2	579.50	32,974,471	56,902	72,081	52,167
	UNIFIED	3	951.57	49,482,139	52,001	70,392	49,684
	COUNTYWIDE TOTALS	18	2,883.95	154,100,887			
32 PLUMAS							
	UNIFIED	1	169.60	8,697,877	51,285	67,615	48,929
	COUNTYWIDE TOTALS	1	169.60	8,697,877			
33 RIVERSIDE							
	ELEMENTARY	4	693.60	37,138,854	53,545	73,715	53,196
	HIGH	1	272.00	13,826,232	50,832	71,263	53,147
	UNIFIED	18	15,777.15	915,158,871	58,005	82,971	58,152
	COUNTYWIDE TOTALS	23	16,742.75	966,123,957			
34 SACRAMENTO							
	ELEMENTARY	7	1,434.69	76,397,654	53,250	73,913	51,955
	HIGH	2	682.80	35,725,828	52,323	73,190	51,130
	UNIFIED	7	9,656.65	544,481,157	56,384	77,223	53,595
	COUNTYWIDE TOTALS	16	11,774.14	656,604,639			

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY SCHED. F-T-E	TOTAL SALARY SCHEDULE COST	AVERAGE SCHEDULE SALARY PAID	HIGHEST SCHEDULE SALARY OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED	
35	SAN BENITO	ELEMENTARY	2	365.76	20,846,531	56,995	78,263	58,062	37,861
		HIGH	1	120.70	6,970,528	57,751	75,033	57,740	40,447
		UNIFIED	1	74.64	4,013,218	53,768	73,419	54,925	36,431
		COUNTYWIDE TOTALS	4	561.10	31,830,277				
36	SAN BERNARDINO	COUNTY OFFICE	1	299.00	17,923,962	59,946	73,064	53,636	34,207
		ELEMENTARY	11	3,444.74	199,261,143	57,845	79,059	54,196	29,332
		HIGH	2	1,328.77	81,237,806	61,138	83,559	58,604	33,648
		UNIFIED	20	14,288.78	815,881,455	57,099	80,607	55,303	29,998
		COUNTYWIDE TOTALS	34	19,361.29	1,114,304,366				
37	SAN DIEGO	COUNTY OFFICE	1	257.00	16,098,780	62,641	82,032	58,382	34,731
		ELEMENTARY	21	7,170.17	414,976,294	57,875	82,939	57,544	32,149
		HIGH	6	3,874.10	226,103,411	58,363	80,469	56,004	31,539
		UNIFIED	11	14,011.68	779,826,088	55,655	77,412	53,015	28,617
		COUNTYWIDE TOTALS	39	25,312.95	1,437,004,573				
38	SAN FRANCISCO	UNIFIED	1	3,718.00	200,189,790	53,843	70,407	55,359	40,310
		COUNTYWIDE TOTALS	1	3,718.00	200,189,790				
39	SAN JOAQUIN	COUNTY OFFICE	1	177.75	8,571,176	48,220	67,855	51,383	34,910
		ELEMENTARY	7	200.50	9,149,633	45,634	68,400	47,857	27,314
		UNIFIED	8	6,381.17	337,080,395	52,824	71,341	51,671	32,000
		COUNTYWIDE TOTALS	16	6,759.42	354,801,204				
40	SAN LUIS OBISPO	COUNTY OFFICE	1	84.88	4,094,685	48,241	62,122	46,064	30,005
		ELEMENTARY	2	29.55	1,449,176	49,041	67,500	50,750	34,000
		UNIFIED	7	1,820.51	98,176,391	53,928	67,029	48,015	29,000
		COUNTYWIDE TOTALS	10	1,934.94	103,720,252				

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2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY	TOTAL SALARY	AVERAGE	HIGHEST SCHEDULE	MID POINT	LOWEST SCHEDULE	
			SCHED. F-T-E	SCHEDULE COST	SALARY PAID	SALARY OFFERED	SALARY OFFERED	SALARY OFFERED	
41	SAN MATEO	ELEMENTARY	17	2,790.10	158,642,545	56,859	95,596	64,278	32,960
		HIGH	3	1,112.24	73,291,358	65,895	84,978	62,600	40,221
		UNIFIED	2	635.51	35,150,601	55,311	72,046	55,617	39,187
		COUNTYWIDE TOTALS	22	4,537.85	267,084,504				
42	SANTA BARBARA	COUNTY OFFICE	1	169.63	9,847,424	58,052	67,133	50,737	34,340
		ELEMENTARY	16	1,679.82	98,143,314	58,425	91,182	61,987	32,791
		HIGH	3	841.01	48,424,845	57,579	74,911	54,703	34,494
		UNIFIED	3	752.88	40,873,722	54,290	69,099	48,550	28,000
		COUNTYWIDE TOTALS	23	3,443.34	197,289,305				
43	SANTA CLARA	COUNTY OFFICE	1	288.22	17,491,956	60,690	72,483	54,278	36,073
		ELEMENTARY	19	5,867.62	343,935,390	58,616	81,390	56,195	31,000
		HIGH	5	2,284.61	150,795,292	66,005	93,566	65,112	36,658
		UNIFIED	6	4,556.83	277,446,986	60,886	89,394	62,728	36,062
		COUNTYWIDE TOTALS	31	12,997.28	789,669,624				
44	SANTA CRUZ	COUNTY OFFICE	1	64.89	3,472,280	53,510	69,280	51,228	33,176
		ELEMENTARY	4	235.57	12,466,056	52,919	66,510	47,662	28,813
		UNIFIED	3	1,485.18	73,657,058	49,595	69,313	49,155	28,996
		COMMON ADMIN.	1	391.66	20,861,814	53,265	66,667	49,247	31,826
		COUNTYWIDE TOTALS	9	2,177.30	110,457,208				
45	SHASTA	ELEMENTARY	15	785.56	39,885,580	50,773	67,111	50,556	34,000
		HIGH	2	353.34	19,475,735	55,119	72,476	53,527	34,578
		UNIFIED	2	265.54	13,227,098	49,812	65,667	49,834	34,000
		COUNTYWIDE TOTALS	19	1,404.44	72,588,413				

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2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAs	TOTAL SALARY SCHED.	TOTAL SALARY SCHEDULE COST	AVERAGE SCHEDULE SALARY PAID	HIGHEST SCHEDULE SALARY OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED	
			F-T-E						
46	SIERRA	UNIFIED	1	43.00	2,056,588	47,828	59,997	44,612	29,227
		COUNTYWIDE TOTALS	1	43.00	2,056,588				
47	SISKIYOU	COUNTY OFFICE	1	34.64	1,557,584	44,965	47,715	37,508	27,300
		ELEMENTARY	10	179.53	8,503,684	47,366	57,499	40,837	24,174
		HIGH	3	113.05	5,585,034	49,403	62,089	48,385	34,680
		COUNTYWIDE TOTALS	14	327.22	15,646,302				
48	SOLANO	UNIFIED	6	3,776.27	205,731,083	54,480	68,528	49,939	31,350
		COUNTYWIDE TOTALS	6	3,776.27	205,731,083				
49	SONOMA	ELEMENTARY	23	1,062.28	56,760,081	53,432	76,866	54,484	32,101
		HIGH	1	142.50	8,174,241	57,363	68,009	51,701	35,393
		UNIFIED	5	1,084.65	59,640,313	54,986	69,040	51,231	33,421
		COMMON ADMIN.	2	1,338.10	77,693,280	58,062	72,760	54,332	35,904
		COUNTYWIDE TOTALS	31	3,627.53	202,267,915				
50	STANISLAUS	COUNTY OFFICE	1	162.01	9,440,982	58,274	74,815	54,436	34,057
		ELEMENTARY	10	1,641.27	94,631,135	57,657	74,620	53,569	32,518
		HIGH	1	208.30	12,500,715	60,013	74,854	56,851	38,847
		UNIFIED	8	1,479.44	81,228,245	54,905	78,225	55,201	32,177
		COMMON ADMIN.	1	1,659.50	114,452,575	68,968	84,232	65,231	46,229
		COUNTYWIDE TOTALS	21	5,150.52	312,253,652				
51	SUTTER	ELEMENTARY	5	56.00	2,588,572	46,225	65,455	44,692	23,929
		HIGH	1	33.67	1,596,694	47,422	60,774	48,740	36,706
		UNIFIED	2	704.95	36,052,417	51,142	67,350	50,215	33,079
		COUNTYWIDE TOTALS	8	794.62	40,237,683				

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2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY		NUMBER OF LEAS	TOTAL SALARY	TOTAL SALARY	AVERAGE	HIGHEST SCHEDULE	MID POINT	LOWEST SCHEDULE
			SCHED. F-T-E	SCHEDULE COST	SALARY PAID	SALARY OFFERED	SALARY OFFERED	SALARY OFFERED
52	TEHAMA							
	ELEMENTARY	8	355.49	17,908,923	50,378	65,423	44,537	23,650
	HIGH	2	161.10	8,330,208	51,708	64,507	49,428	34,349
	COUNTYWIDE TOTALS	10	516.59	26,239,131				
53	TRINITY							
	COUNTY OFFICE	1	16.00	882,880	55,180	63,021	47,265	31,509
	ELEMENTARY	4	43.70	2,030,915	46,474	59,887	43,185	26,483
	HIGH	1	27.80	1,584,126	56,983	69,922	52,619	35,316
	UNIFIED	2	45.16	2,195,671	48,620	61,198	44,086	26,973
	COUNTYWIDE TOTALS	8	132.66	6,693,592				
54	TULARE							
	COUNTY OFFICE	1	192.05	11,878,449	61,851	73,037	55,392	37,747
	ELEMENTARY	30	1,362.93	72,512,292	53,203	71,684	50,892	30,100
	HIGH	4	280.66	15,692,838	55,914	70,000	52,612	35,223
	UNIFIED	6	2,625.89	147,739,227	56,263	71,176	52,776	34,376
	COUNTYWIDE TOTALS	41	4,461.53	247,822,806				
55	TUOLUMNE							
	COUNTY OFFICE	1	24.80	1,303,883	52,576	63,109	48,535	33,961
	ELEMENTARY	8	224.77	11,272,521	50,151	73,291	52,291	31,290
	HIGH	2	116.53	6,468,302	55,508	67,909	49,830	31,750
	UNIFIED	1	35.86	1,788,786	49,882	62,390	50,105	37,820
	COUNTYWIDE TOTALS	12	401.96	20,833,492				
56	VENTURA							
	COUNTY OFFICE	1	134.73	7,319,607	54,328	73,750	55,259	36,768
	ELEMENTARY	11	2,191.14	121,530,244	55,464	76,091	53,494	30,896
	HIGH	2	743.12	44,647,942	60,082	74,253	55,488	36,723
	UNIFIED	7	3,823.53	214,213,750	56,025	77,915	53,755	29,595
	COUNTYWIDE TOTALS	21	6,892.52	387,711,543				

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## 2003-04 CERTIFICATED TEACHER SALARY PROFILE BY COUNTY BY DISTRICT BY TYPE

COUNTY	NUMBER OF LEAS	TOTAL SALARY SCHED. F-T-E	TOTAL SALARY SCHEDULE COST	AVERAGE SCHEDULE SALARY PAID	HIGHEST SCHEDULE SALARY OFFERED	MID POINT SALARY OFFERED	LOWEST SCHEDULE SALARY OFFERED
					SCHEDULE SALARY OFFERED		
57 YOLO							
	COUNTY OFFICE	1	31.59	1,611,538	51,014	63,201	49,207
	UNIFIED	5	1,608.72	81,700,364	50,786	69,621	48,146
	COUNTYWIDE TOTALS	6	1,640.31	83,311,902			
58 YUBA							
	COUNTY OFFICE	1	50.60	2,546,161	50,319	63,150	49,983
	HIGH	1	40.00	2,104,026	52,601	65,738	50,935
	UNIFIED	1	484.50	24,459,212	50,483	78,580	56,378
	COUNTYWIDE TOTALS	3	575.10	29,109,399			
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*** GRAND TOTALS ***							
	COUNTY OFFICE	31	3,683.61	204,878,171	55,619	82,298	54,799
	ELEMENTARY	428	58,421.70	3,297,114,415	56,436	95,596	59,623
	HIGH SCHOOLS	81	24,399.37	1,437,877,195	58,931	94,581	61,826
	UNIFIED	307	213,181.39	11,950,715,319	56,059	89,394	57,658
	COMMON ADMIN.	5	4,281.63	266,586,567	62,263	86,312	58,875
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Overall Totals		852	303,967.70	17,157,171,667			
Total Statewide Averages					56,444	68,256	51,696
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